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BOOK OF LAWS

INTERNATIONAL
TYPOGRAPHICAL
UNION: IN EFFECT
ON JANUARY 1, 1905



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Constitution
By-Laws and General Laws

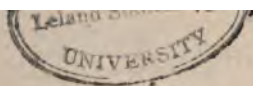
**International
Typographical Union**
and
Union Printers' Home



Published by the
International Typographical Union
640-650 Newton Claypool Bldg.
Indianapolis, Ind.

1905

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CONSTITUTION.

ARTICLE I.—JURISDICTION.

SECTION 1. This body shall be known as the INTERNATIONAL TYPOGRAPHICAL UNION OF NORTH AMERICA. Its jurisdiction shall include all branches of the printing and kindred trades, other than those over which jurisdiction has been conceded by agreement. In it alone is vested power to establish subordinate unions of printers (printers, proofreaders who are practical printers, machine tenders, and all other skilled employes not otherwise herein excepted), mailers, typefounders, editors (other than managing editors), reporters, and kindred trades, and its mandates must be obeyed at all times and under all circumstances. To the International Typographical Union of North America is reserved the right to fix, regulate and determine all matters pertaining to fellowship in its branches of the printing and kindred trades; while to subordinate unions is conceded the right to make all necessary laws for local government which do not conflict with the laws of the International Union. In cases where allied trades have formed trade district unions the powers hereinafter specified shall be delegated to said trade district unions.

SEC. 2. The right is reserved to re-establish jurisdiction over any branch of the kindred trades whose affairs are conducted in such manner as to menace the welfare of the International Typographical Union.

SEC. 3. A charter may be issued to seven or more printers, and to five or more of the allied crafts or kin-

branches shall be: Of the printers, Typog
and of the allied crafts and kindred tra
five names of their branch.

ARTICLE II.—LAWS.

SECTION 1. The International Typographical
act and enforce laws for its government;
ordinate unions and members thereof thro
isdiction.

2. The laws of the International Typog
shall be comprised in:

The Constitution, which shall contain the
mental principles and policies of the organ
isdiction of the International Typog
and local unions, the list of officers and
l duties and salaries, and all matters pe
raising of revenue.

The By-Laws, which shall contain the d
ure in conventions, the specific duties of
ommittees, and the standing rules and

The General Laws, which shall contain
ertaining to the relations of members a
to each other, and to employers and oth
e jurisdiction of the union.

3. The Constitution shall only be ame
ndum vote, in the manner hereinafter set

4. By-Laws and General Laws may be

Union, but shall in nowise conflict with the Constitution, or any part thereof.

ARTICLE III.—CONVENTIONS.

SECTION 1. The conventions of the International Typographical Union shall be held annually on the second Monday in August at such place as the delegates in convention assembled may designate. All the arrangements for the same to be made by and at the expense of the International Typographical Union.

ARTICLE IV.—REPRESENTATION.

SECTION 1. Subordinate unions are entitled to representation in conventions of the International Typographical Union according to the following apportionment: Unions with one hundred members or less, one delegate; more than one hundred and less than five hundred members, two delegates; more than five hundred and less than one thousand members, three delegates; and one thousand or any greater number of members, four delegates. Two or more subordinate unions, having a membership of less than one hundred members each, may combine and elect one delegate, the certificate of a delegate so chosen to be signed by the president and secretary of each of the unions he represents.

SEC. 2. Each delegate shall be entitled to one vote, and no proxies shall be allowed.

ARTICLE V.—OFFICERS AND ELECTIONS.

SECTION 1. The elective officers of the International Typographical Union shall be a President, a First Vice-President, a Second Vice-President, a Vice-President for each of the allied crafts, a Secretary-Treasurer, such number of delegates to the American Federation of Labor as this body is entitled to by law, such number of nominees as may be necessary to fill vacancies in the membership of the Union Printers' Home corporation, and an Agent of the Union Printers' Home.

SEC. 2. The elective officers of the International Typographical Union shall be nominated by the local unions and elected by the membership in a manner which shall be specifically set forth in the By-Laws.

SEC. 3. The term of office of all elective officers shall be for two years, or until their successors are elected and qualified.

ARTICLE VI.—DUTIES OF OFFICERS.

THE PRESIDENT.

SECTION 1. The President shall attend and preside at all conventions of the International Typographical Union during his term of office; he shall at all times exercise a general supervision over all officers of the International Union; he shall make his official residence in the city of Indianapolis, and shall give his entire time to the duties of his office; he shall have authority, should he become satisfied that any officer is derelict in the performance of any duty, or has been guilty of any dishonest act, to suspend such officer from his official position. He shall be *ex officio* the nominee of the International Typographical Union for the office of President of the Union Printers' Home corporation, and one of the delegates to the American Federation of Labor. He shall perform such other duties as appertain to his office or as may be required by law.

THE VICE-PRESIDENTS.

SEC. 2. The First Vice-President shall assist President in the discharge of his duties, and shall perform the duties of President in his absence, death, incapacity or resignation from office. He shall attend all sessions of the International Typographical Union.

SEC. 3. The Second Vice-President shall discharge such duties as are more particularly set forth in the treaty of amalgamation between this Union and the German-American Typographia.

SEC. 4. Each Vice-President allotted to the

crafts shall have a vote in the Executive Council on such matters as appertain to his craft.

THE SECRETARY-TREASURER.

SEC. 5. The Secretary-Treasurer shall attend all conventions of the International Union, and shall devote his entire time to the business of this Union; he shall, in connection with the President, establish an office in the city of Indianapolis, which shall be the official headquarters of the International Union, and where all books, records, etc., shall be kept; he shall be the custodian of the funds of the International Union, and shall, under the direction of the President, deposit all funds in some responsible banks in said city; he shall give bond to the President, from a solvent guarantee company, in the sum of \$20,000, previous to assuming office, which bond shall be paid for by this Union and shall be approved by the President; he shall also be Secretary of the Executive Council, and perform such other duties as may be required by law. He shall be *ex officio* the nominee of the International Typographical Union for the office of secretary of the Union Printers' Home corporation.

THE EXECUTIVE COUNCIL.

SEC. 6. There shall be an Executive Council, consisting of the President, the Second Vice-President and Secretary-Treasurer, which body shall have general supervision of the business of the International Union and of subordinate unions.

THE AGENT.

SEC. 7. It shall be the duty of the Agent, in the event of the Union Printers' Home corporation neglecting or refusing to comply with the provisions of the deed under which the land on which the Home is situated was transferred, or disobeying any of the orders of the International Typographical Union, to enter upon and

take full possession of the property as the custodian of the International Typographical Union.

THE ORGANIZERS.

SEC. 8. The President, with the approval of the Executive Council, shall have power to appoint all necessary organizers. The appointment of any organizer may be revoked by the Executive Council for just cause. It shall be the duty of organizers to assist in the organization of new unions, under direction and control of the President.

ARTICLE VII.—VACANCIES IN OFFICE.

SECTION 1. In case of the death, resignation, disqualification or refusal to serve of any officer, other than the President, the Executive Council shall select a successor for the unexpired term, except where said officers represent a craft organized as a trade district union.

ARTICLE VIII.—SALARIES AND EXPENSES.

SECTION 1. The salary of the President, Vice-Presidents and Secretary-Treasurer, in full for the services rendered by each of said officers during term of office, shall be the sums following: For the President, \$1,800 per annum; First Vice-President, \$150 and traveling expenses to and from the conventions of the International Typographical Union; Second Vice-President, \$500 per annum; Mailer Vice-President, \$50 per annum; and Secretary-Treasurer, \$1,800 per annum.

SEC. 2. The compensation of any officer other than President, Second Vice-President or Secretary-Treasurer, or any member performing service under direction of the President or Executive Council, shall be an amount for time lost equal to his earning capacity, if unemployed, the regular scale of his union, but not less than \$4 per day.

SEC. 3. When any officer or member is required to perform service away from his home, he shall be

lowed, in addition to the amounts set forth above, first-class railroad fare by the shortest route to and from his destination, and hotel expenses not in excess of \$3 per day.

SEC. 4. The President and Secretary-Treasurer shall, on their first election, be entitled to traveling expenses from their homes to the headquarters of the International Union, and also on return at close of official term. They shall also be allowed a vacation of thirty days in each year, but such vacation shall not interrupt the ordinary workings of their offices.

ARTICLE IX.—REVENUE AND FUNDS.

SECTION 1. The revenue of the International Typographical Union shall be derived as follows: From dues, which shall be 35 cents per month per member; from charters for subordinate unions, \$5 per charter; from necessary supplies, at prices to be fixed by law. International dues for each month shall be collected by subordinate unions, and shall be transmitted to the Secretary-Treasurer of the International Typographical Union before the twentieth of the succeeding month. Unions failing to comply with this provision shall be considered delinquent and debarred from benefits: *Provided*, That unions located so far from headquarters as to make it impossible for their dues to reach there within the prescribed time shall not be considered delinquent if their remittances bear postmark date prior to the 15th of the succeeding month.

SEC. 2. In addition to the monthly dues provided in this article every member (except members of the Typographia and those domiciled at the Union Printers' Home) shall pay the sum of 5 cents monthly as a subscription to The Typographical Journal, the same to be collected with the monthly dues and transmitted to the Secretary-Treasurer of the International Union, to be placed to the credit of The Typographical Journal.

SEC. 3. The dues of the International Union shall be apportioned to the several funds as follows: Five cents to the general fund; 5 cents to the special defense fund;

7½ cents to the defense fund; 7½ cents to the burial fund, and 10 cents to the endowment fund of the Union Printers' Home.

SEC. 4. The general fund shall be used to defray the general expenses of this Union.

SEC. 5. The special defense fund shall be used for the purpose of advancing and defending the principles of unionism, as applied to our own trade, whenever and however the Executive Council may decide.

SEC. 6. The defense fund shall be placed to the credit of the Executive Council to be used in assisting unions in case of lockout, strike or other trouble of like nature.

SEC. 7. The burial fund shall be used to pay the burial expenses of members in good standing at time of death, and the amount of benefit in each case shall be \$70.

SEC. 8. All moneys to the credit of the Union Printers' Home fund shall be transferred to the Treasurer of the Union Printers' Home corporation.

SEC. 9. The Executive Council shall have the power and authority to transfer the moneys of this Union from one fund to another whenever deemed necessary to maintain the integrity of this organization.

ARTICLE X.—PENALTIES.

SECTION 1. The charter of any subordinate union which shall fail or refuse to pay its per capita tax and other moneys, or any part thereof, within three months after becoming due, shall be suspended. The Secretary Treasurer shall give such derelict union thirty days notice of the action to be taken.

SEC. 2. Any subordinate union which shall fail to make reports required by law or the Executive Council or which shall neglect or refuse to obey any legal mandate of the International Typographical Union or Executive Council, may be fined or have its charter suspended by the Executive Council.

SEC. 3. Any officer of the International Union shall be impeached by the Executive Council, and if

- I charges are proven shall be disqualified to further dis-
: charge the duties of his office, and a successor shall be
appointed, as already provided for.

ARTICLE XI.—APPEALS.

SECTION 1. All appeals from the decision of a subordinate union shall be submitted, in written or printed form only, to the President of the International Typographical Union, and a decision rendered by that officer, except in cases where allied crafts are organized as trade district unions. Should either party feel aggrieved at the decision of the President of the International Union, he shall have the right of appeal, in written or printed form only, to the Executive Council, and if not satisfied with the verdict of the latter body, he shall be permitted to present his case, in printed form only, to the International Union at a regular session, which judgment shall be final.

SEC. 2. Appeal from the decision of the Executive Council may be taken to the International Union in regular session.

ARTICLE XII.—OBLIGATION.

SECTION 1. All subordinate unions shall have an article in their Constitution which shall read as follows:

OBLIGATION FOR MEMBERS.

Every person admitted as a member of this union shall subscribe to this obligation:

I (give name) hereby solemnly and sincerely swear (or affirm) that I will not reveal any business or proceedings of any meeting of this or any subordinate union to which I may hereafter be attached, unless by order of the union, except to those whom I know to be members in good standing thereof; that I will, without equivocation or evasion, and to the best of my ability, abide by the Constitution, By-Laws and the adopted scale of prices of any union to which I may belong; that I will at all times support the laws, regulations, and de-

cisions of the International Typographical Union, and will carefully avoid giving aid or succor to its enemies, and use all honorable means within my power to procure employment for members of the International Typographical Union in preference to others; that my fidelity to the union and my duty to the members thereof shall in no sense be interfered with by any allegiance that I may now or hereafter owe to any other organization, social, political or religious, secret or otherwise; that I will belong to no society or combination composed wholly or partly of printers, with the intent or purpose to interfere with the trade regulations or influence or control the legislation of this union; that I will not wrong a member, or see him or her wronged, if in my power to prevent. To all of which I pledge my most sacred honor.

OBLIGATION FOR DELEGATES.

SEC. 2. The following obligation shall be administered to each and every International Typographical Union delegate immediately after the report of the Committee on Credentials:

I (repeat name individually) solemnly swear (or affirm) that I do not now belong, nor will I belong at any time in the future, to any society or combination composed wholly or partly of members of this International Typographical Union, or any other union under its jurisdiction, the intent and purpose of which is to interfere with the trade regulations or influence or control the legislation of this or any other union, or the selection or election of any officer or officers.

ARTICLE XIII.—TRADE DISTRICT UNIONS.

SECTION 1. Any of the allied trades under the jurisdiction of this organization may form a Trade District Union.

SEC. 2. Such Trade District Union shall have th

following powers, privileges and rights, and as may be more specifically set forth in the By-Laws:

(a) To charter, establish and form unions of its craft. Charters to be procured from the International Typographical Union.

(b) To issue and control certificates of membership to members working at its craft.

(c) To make all laws for the sole government of its craft.

(d) To decide all matters in dispute solely affecting members of its union.

(e) To elect officers of the Trade District Union, the President of which shall be a Vice-President of the International Typographical Union.

(f) To collect and forward to the Secretary-Treasurer of the International Typographical Union all per capita tax due from subordinate unions of its craft.

SEC. 3. Such powers, privileges and rights shall not work to repeal or affect the laws of the International Typographical Union regarding revenue, per capita tax, benefits, the defense fund, strikes and lockouts, the six-day law, and allied trades council laws.

ARTICLE XIV.—CERTIFICATE OF MEMBERSHIP AND WITHDRAWAL CARD.

SECTION 1. The International Union shall issue, in blank form, cards with appropriate designs, to be known as the "Certificate of Membership," and the "Withdrawal Card," which shall be furnished subordinate unions, except trade district unions, at prices fixed by law, to be used by members in good standing, on proper application being made therefor.

ARTICLE XV.—THE OFFICIAL PAPER.

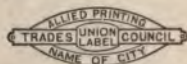
SECTION 1. There shall be published monthly by the Secretary-Treasurer a paper of forty-eight or more pages, to be non-political and non-sectarian, and to be known as "The Typographical Journal: Official Paper

be used, by this Union, for the purpose
of the products of the labor of the mem
on, shall consist of an imprint contain
"Typographical Union Label," or contain
"Allied Printing Trades Council," togeth
of the city or town in which is loca
on or subordinate body using said label
and shall be, imprinted from electrotyp
so far as practicable, shall be of the fo

Typographical Union Label:



Allied Printing Trades Council:



. This Union shall, through its princip
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and territories and provinces where r
r may hereafter be authorized by law,
ons heretofore made of said label are
and confirmed; and shall, through its p
ssue to local unions or subordinate bodi
mp or device in such sizes as may be ne

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CONSTITUTION.

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than contained in Section 1 of this article, nor shall more than one design be used in any jurisdiction.

ARTICLE XVII.—AMENDMENTS.

SECTION 1. Amendments to this Constitution shall be submitted to the convention of the International Union, and such amendments as are favorably acted upon by said convention shall be referred to subordinate unions, and by the subordinate unions to the membership at large. Subordinate unions shall then discuss the proposed amendments, and at a date which shall be designated by the Executive Council, but which must be within three months from the adjournment of the convention, the proposed amendments shall be voted upon by the members of subordinate unions, and the vote in detail forwarded, under seal, to the Secretary-Treasurer of the International Typographical Union, within ten days after the date set by the Executive Council for the taking of said vote, when the International President and Secretary-Treasurer, and one member of the local union, who shall be selected by the President of this body, shall canvass the vote and declare the result to the craft, and should a majority of the votes cast be in favor of the amendment it shall go in effect on the date fixed in Section 4 of this article.

SEC. 2. The convention of the International Typographical Union shall have power to enact general laws for the government of the craft, but all laws involving an increased taxation shall be submitted to a referendum vote.

SEC. 3. Whenever fifty subordinate unions shall petition the Executive Council for the submission of any proposition or amendment, such proposition or amendment shall be submitted to the membership within three months of the receipt of the required number of petitions, and the vote taken and canvassed in the same manner as amendments and propositions referred to the membership by the convention of the International

membership of the International Typographical Union shall be in force and effect as provided, shall be in force and effect after the passage of the vote on the same.

Art. 5. General Laws adopted by the convention of the International Typographical Union shall be in force and effect as laws and amendments subject to the same time as laws and amendments subject to membership by the same convention.

Article XVIII.—CONSTITUTION AND CHARTERS.

Section 1. All laws and parts of laws in conflict with the Constitution are hereby repealed or change made therewith, and the Secretary-Treasurer is authorized to make necessary changes.

BY-LAWS.

ARTICLE I.—CONVENTIONS.

SECTION 1. The convention shall assemble at 9 o'clock A. M. on the first day of meeting, and afterward shall meet and adjourn at such time as may be fixed by a majority of the members present.

SEC. 2. After the first day, the convention shall remain in session not less than six hours per day until such time as the business shall have been completed.

SEC. 3. The selection of place of meeting shall be held on the fourth day of the session at 11 A. M.; the nominations shall be made on the previous day; the vote shall be by printed ballot, the said ballots to contain the names of all the cities or towns put in nomination, the ballots to be distributed thirty minutes before election; the town or city voted for shall have a cross placed opposite its name; at 11 o'clock on the day of election the roll shall be called, and each delegate shall deposit his vote in a receptacle provided for that purpose; if a result is not reached on the first ballot, the town or city receiving the least number of votes shall be dropped, and balloting shall continue until a selection is made. All expenses of such selection shall be borne by the International Typographical Union.

SEC. 4. No persons other than duly elected delegates shall be admitted to the floor during the sessions of the International Union except by unanimous consent of the convention; but, when requested, a representative of the American Newspaper Publishers' Association, or the United Typothetae, shall be heard on important changes in the laws affecting their interests.

SEC. 5. No printed matter shall be allowed to be distributed in any convention of this Union unless it bears the union label.

SEC. 6. A majority of the members in attendance at any session of the International Typographical Union shall be necessary to form a quorum for the transaction of business.

SEC. 7. The following obligation shall be administered by the President to the several elected and appointed officers before they shall enter upon their respective duties:

You solemnly pledge your word and honor, in the presence of this Union, that you will, to the best of your ability, discharge the duties incumbent on you as of the International Typographical Union during your term of office.

ARTICLE II.—QUALIFICATIONS OF OFFICERS.

SECTION 1. The qualifications of candidates for office in the International Typographical Union shall be as follows: 1. Membership in the International Union and in continuous good standing for at least one year, and freedom from delinquency of any nature to the International or subordinate unions. 2. Membership in a subordinate union which has paid per capita tax and discharged all other financial obligations due this International Union. 3. For Second Vice-President, membership in the German-American Typographia; for Third Vice-President, membership in a mailers' union; for Fourth Vice-President, membership in a news writers' union; for Fifth Vice-President, membership in a typefounders' union. 4. Candidates for office in district unions who, by virtue of their office, become officers of the International Union, shall, in addition to the preceding qualifications, be subject to the qualifications provided for in the laws of their respective district unions.

ARTICLE III.—INTERNATIONAL ELECTIONS.

SECTION 1. Subordinate unions may, by majority vote, nominate at the regular meeting in February, one candidate for each elective office; and it shall be the duty of one of the secretaries of each subordinate union taking action to immediately notify the Secretary-Treasurer, who is directed to close nominations at 12 M. (noon) on March 8, those received after that time to be disregarded; the Secretary-Treasurer shall publish in the April issue of The Typographical Journal a list of nominees and nominators, declaring the five candidates for each office who have been supported by the largest number of unions as nominees for the offices for which they were respectively named: *Provided*, That candidates for the offices of President and Secretary-Treasurer shall have at least thirty endorsers, and all other candidates, except those for offices allotted to the allied crafts, shall have at least ten endorsers. Candidates for offices allotted to the allied crafts shall have at least five endorsers.

SEC. 2. Within twenty-four hours after closing of nominations, the Secretary-Treasurer shall notify all eligible candidates of their nomination, and each candidate so notified shall, on or before 12 M. (noon) of March 25, inform said Secretary-Treasurer of his acceptance of the nomination. Each candidate shall also file with the Secretary-Treasurer a statement that he or she is eligible under the provisions of Section 1, Article II, By-Laws, and said statement shall be attested by the president and secretary of the local union, with the seal of the union attached. On failure to comply with this law it shall be the duty of the Secretary-Treasurer to strike the delinquent's name from the list, inserting in lieu thereof the name of the next eligible candidate.

SEC. 3. The Secretary-Treasurer shall, as soon as possible after the foregoing provisions have been complied with, prepare and have printed the names of all candidates, arranged in alphabetical order, together with the name and number of the union of which they are mem-

subordinate unions, free of...
of such ballots before May 1. No ballots
at such elections except those issued by th
his Union.

4. Elections shall be held on the third W
May, subordinate unions to regulate the
manner of voting.

5. The president and secretary of each su
union is hereby required, within forty-eight
hours of the poll, to transmit to the Secr
a statement showing the number of vote
for each and every candidate.

6. These returns shall be carefully filed an
by said official, and at 12 M. (noon) on Ju
be sent to the board of electors, which shall be
composed of the International President and Secr
tary and one member of the local union, who
shall be selected by the president of this body, and said
board shall immediately proceed to canvass the r
turns, make a true and correct transcript thereof,
which shall be published in conjunction with the next su
issue of The Typographical Journal: *Provide*
that the board shall not count votes cast by unions th
not in compliance with the requirements of Sub-secti
on 10 of this article. The board of elect
shall make a distinct announcement of the su
perior candidates, who shall assume office on Nov
following the election.

Section of the offices of

Treasurer has received a majority of all votes cast, or there shall be an equal number of votes cast for the two highest candidates for any other office, the election board shall direct the Secretary-Treasurer to issue ballots containing the names of the two candidates who received the greatest number of votes (or those who may have been tied), and subordinate unions shall hold an election within forty days after such date, the election and certification of result to be in all possible respects similar to those which obtained in conducting the initial election.

SEC. 8. The selection of Second Vice-President shall be conducted in accordance with the spirit of the agreement between this organization and the German-American Typographia, which was adopted by popular vote in 1893. The selection of Vice-Presidents allotted to branches of the craft organized into trade district unions shall be conducted in accordance with the laws of the respective trade district unions with which they are connected. Unions competent to nominate candidates for Vice-Presidents allotted to branches of the trade not organized into trade district unions shall be restricted to those composed of members engaged at the respective trades.

SEC. 9. Every member of the International Union shall be entitled to a vote for all officers, except as otherwise provided.

SEC. 10. The qualifications of voters shall be: (1) Possession of a current working card, and freedom from delinquency of any nature to the International or subordinate unions; (2) Membership in a subordinate union which has paid per capita tax up to and for the month of April, and discharged all other financial obligations due this International Union on the date of election.

SEC. 11. Members shall be allowed to vote but once at an election of International officials: *Provided*, That if those charged with the conduct of the election by a subordinate union, or any of them, have reason to be-

*voted for International Officers shall
make this declaration with a full knowledge
that misrepresentation renders me liable*

Any member proven guilty of misrepresentation, altering, mutilating or destroying deposits, voting wrongfully or illegally, shall be punished by the local union may determine, but in no case shall the penalty be less than a fine of \$10. It is further provided that for the purposes of preserving the integrity of this law, the Executive Council, all other laws to the contrary notwithstanding, is authorized to proceed against the alleged offender, and to impose such punishment as in the opinion of the Council is just and equitable.

1. Any subordinate union refusing or neglecting to hold an election as required by this law shall be subject to such action as the Executive Council may direct.

ARTICLE IV.—DELEGATES AND ALTERNATES.

SECTION 1. No member of a subordinate union shall be eligible to election as a delegate unless he or she has been a resident member of and in good standing in such union at least six months immediately preceding the date on which said election is held, but no union shall exclude the delegate or delegates of a subordinate union within a less period than six months.

The election of delegates and alternates

shall be held on the third W

3 6105 004 955

SEC. 3. The number of delegates to which a union shall be entitled must be determined by the average membership on which it paid per capita tax during the twelve months immediately preceding issuance of call.

SEC. 4. At the same time delegates to the International Typographical Union are elected, subordinate unions should elect alternates, who in case of death or inability of said delegates to act shall be entitled to the full power and privileges accorded delegates.

SEC. 5. The delegates chosen to attend the sessions of this Union shall hold office until the election of their successors, and in case of vacancies subordinate unions are authorized to at once proceed to elect a delegate or delegates as successor or successors. Each delegate must be furnished (for presentation to this Union) with a certificate of election, duly authenticated by the seal of his subordinate union, according to the following form, viz:

To the International Typographical Union of North America:

WE HEREBY CERTIFY THAT.....being qualified as required by Section 1, Article IV, of the International By-Laws, was legally elected delegate from this Union to the International Typographical Union, on theday of....., 19.., his term of office to begin on the first day of the next session of the said Union to be held at.....

Given under our hands and seal of the.....Union
No...., this....day of....., A. D. 19..

[SEAL.]President.

.....Secretary.

.....Delegate's Signature.

SEC. 6. Returns (under seal) of such delegates-elect must be made to the Secretary-Treasurer within fifteen days after the election.

SEC. 7. The expenses of the attendance of said dele-

have been elected in accordance with the International Union and of subordinate unions. By secretaries of subordinate unions. In contests, the names of the parties claiming election shall be submitted to the International Union.

Where unions have not complied with the International Union, the names of delegates of such unions shall also be submitted.

9. No delegate shall be entitled to vote in the election of the International Union whose union has previously paid over to the proper officers the dues and all indebtedness of his union.

10. No member of a subordinate union shall be entitled to vote for delegates to the International Typographical Union unless his or her card shall have been filed with the secretary the day preceding said election.

11. The president of each trade district union shall be entitled to a delegate to the convention of the International Typographical Union, shall be accorded the privilege of speaking on the floor.

ARTICLE V.—DUTIES OF OFFICERS.

THE PRESIDENT.

SECTION 1. The President shall attend and preside at the meetings of the International Typographical Union during his term of office; he shall have the casting vote in case there shall be an equal division on any question where he shall have voted on the call.

money, and conducting correspondence; he shall see that all moneys belonging to the International Union are properly deposited in responsible banks in Indianapolis, in the name of the Secretary-Treasurer as such, and money shall be drawn from such banks only by check signed by the President and Secretary-Treasurer, and only then when both officers are fully satisfied that such money is lawfully and justly due the person or persons for whose benefit the check is drawn; he shall, with the approval of the Executive Council, appoint all necessary Organizers, shall oversee and direct the operations of Organizers, and shall, when necessary, visit such place or places as may require his presence or personal attention; he shall, before accepting the official bond of any officer, be satisfied that such bond is valid and in proper form, and for that purpose he is hereby empowered and instructed to take competent legal advice upon the matter; he shall, in case of the mismanagement or misappropriation of any funds of this Union by any official charged with the custody, collection and disbursement thereof, at once proceed to collect the same from the official in default, or, in the event of the failure of such official to make good such deficiency, institute legal proceedings against such defaulting officer and his sureties. Should inaccuracies appear in the report of the auditing committee of a local union he shall appoint an expert accountant to examine the books of said union, who shall be furnished with credentials which shall entitle the holder to access to all the financial books and records of the subordinate union involved. He shall report the findings of said expert to the president of the local union, who shall proceed as set forth in the General Laws.

VICE-PRESIDENTS.

SEC. 2. The Vice-Presidents shall perform the duties set forth in the Constitution and as may be required by law or direction of the Executive Council.

of the International Typographical Union in pamphlet form, and a copy of such report mailed to every delegate-elect at least five days previous to the assembly of the convention; he shall furnish each subordinate union, prior to the election of delegates, with two (or more where needed) blank delegate certificates of election; he shall keep a just, true and complete record of each and every proceeding, to be printed and laid on the desk of each delegate each morning during the sessions; he shall, immediately after the final adjournment, cause the same to be made up in the form of The Typographical Journal, published as a regular edition of that paper, and issue it as a date as possible; he shall, in connection with the President, compile and publish in uniform size, within sixty days following the canvass of the vote of the delegates submitted to the membership after each session, a Digest of Laws, containing the Constitution, By-Laws and General Laws of the International Typographical Union, also the Constitution, By-Laws and Rules of Government of the Union Printers' Home Associations, and shall distribute copies thereof to supply the full needs of the Union.

Financials.—He shall procure interest on all funds of the Union at the lowest rate possible, and cover the same into the treasury of the International Union; he shall draw moneys from the Union Bank only by check signed by the President and himself, and shall require all bills against the International

President; he shall have the books of deposit with all banks balanced at the end of each calendar month; he shall submit all his books and accounts to the auditing committee twice a year; he shall send all receipts for money received from financial officers of subordinate unions to the disbursing officers of said unions, acknowledging, by postal or otherwise, the receipt thereof to presidents of such subordinate unions, stating what month the payment is for, the amount and by whom sent; he shall at least once each month transfer and pay over all moneys by him held to the credit of the Union Printers' Home fund, to the Treasurer of the Union Printers' Home corporation, and shall take his receipt therefor; he is authorized to pay the assessments of the American Federation of Labor as they fall due.

(c) *The Typographical Journal*.—He shall publish in *The Typographical Journal*: A sworn statement of the balances of his bank books of deposit monthly; a full monthly statement of receipts and disbursements of all kinds; a list of all rejections, expulsions, suspensions and reinstatements made and reported by subordinate unions; on or before the first of each month a list of arrearages of subordinate unions, and if said arrearages are not paid within thirty days thereafter the presidents of all such unions shall then be officially notified; he shall exclude from the columns of that paper all communications or other matter impugning the motives or reflecting upon the honesty of members of this Union.

(d) *Supplies*.—He shall furnish subordinate unions with bound copies of the Union Certificate of Membership, in books of 25, 50 or 100 cards, as may be desired, at the rate of \$6 per hundred, upon application; blank books for traveling cards received and issued, and blank applications for the burial benefit; he shall prepare a "charter outfit," to include books, blanks and seal, and a form of "Petition for Charter," and no charter shall be granted unless presented on this form.

(e) *Miscellaneous*.—He shall conduct all his busi-

seemed necessary by the Executive Council.

THE EXECUTIVE COUNCIL.

SEC. 4. The Executive Council shall assemble as the President shall direct, at the call of the President, for the consideration of business.

It shall decide all questions arising from subordinate unions and all appeals from the President, and all such decisions shall be subject to appeal to the International Union. It shall manage the defense fund, and have such further powers and perform such other duties as may be set by the Convention of this Union.

ORGANIZERS.

SEC. 5. It shall be the duty of each organizer to correspond with or visit such towns or places where no union exists and there are printers or other workers, as the President may direct, and to encourage them to embrace unionism. He shall examine the books and business methods of such towns, and may visit, and shall recommend to the President such changes that will tend to safeguard the business of the unions.

COMMITTEES.

SEC. 6. As soon as practicable after the meeting of delegates to the International Typographical Union, subordinate unions, and at least thirty delegates to the convention, the President shall appoint a committee of

be deemed necessary to amend and improve the Constitution, By-Laws and General Laws. It shall be competent for any subordinate union, or member in good standing of any subordinate union, to submit such information, data or propositions.

SEC. 7. The committee shall meet at the city where the International Union is to convene at least three days before the beginning of the sessions, and shall proceed assiduously to consider all such information, data and propositions. It shall submit a printed report in full of all propositions favorably acted upon and the full text of all propositions adversely acted upon. To this committee all amendments submitted during the session shall be referred without debate. It shall have leave to sit during the sessions, and shall have the right to report at any time to the convention.

SEC. 8. The credentials of the above committee shall be passed upon by the Executive Council.

SEC. 9. The President shall, immediately after the roll-call on the first day of the convention, appoint the following standing committees:

(a) *A Committee on Appeals.*—To whom shall be referred all grievances; whose duty it shall be to examine carefully the evidence brought before it, and report a resolution sustaining or dismissing the appeal.

(b) *A Committee on Returns and Finances.*—Whose duty it shall be to examine, audit and report upon the accounts of the Secretary-Treasurer; to examine and report upon all bills presented for payment to the International Typographical Union during the session, and to report upon all returns from subordinate unions to this International Union.

(c) *A Committee on the Union Printers' Home.*—To whom shall be referred all business relating to the Home.

(d) *A Committee on Subordinate Unions.*—To whom

member of each committee shall be the

SEC. 11. Special committees shall be appointed when it becomes necessary to relieve standing committees, or advisable when proposed legislation requires more time for examination and consideration. Standing committees can devote their entire time to their duties. Each committee shall consist of no more than five members, and no member of the Union shall be a member of more than one committee unless previously appointed at the meeting at which the appointment is made.

SEC. 12. It is the sense of the International Union, in convention assembled, that it is of paramount moment to the stability of the labor movement that small unions receive more recognition and respect than the presentment of committees in the future than the presentment of the executive of this body is hereby restricted to act in accordance with the suggestions contained in the report.

SEC. 13. Every officer of the International Union shall put in draft form all proposed legislation which he recommends to be recommended in his address or report to the next convention. A draft before the proper committees.

SEC. 14. Every committee to whom is referred a resolution, draft, or amendment of a law, or a resolution, or alteration of the Constitution, By-Laws, shall report back the full text of the resolution, draft, or amendment with such amendments thereto, or suggestions as said committee may deem needful for the consideration of the proposed legislation.

or without instruction, any communication, report or address, or parts thereof, containing recommendations, suggestions, or requests for or of legislation, shall draft in proper form the subject-matter to be proposed, as made known in said address, report or communication, and report the same to the Union.

SEC. 16. A majority of a committee shall constitute a quorum for the transaction of business.

SEC. 17. All reports of committees shall be presented in writing and signed by the members offering the same.

ARTICLE VI.—REVENUE AND FUNDS.

SECTION 1. The Secretary-Treasurer shall prepare and sell to subordinate unions, through the proper officers, at a face value equal to the monthly per capita tax of the International Typographical Union, adhesive stamps, and working cards with stamps of equal value printed thereon, to be known as International due stamps and working cards.

SEC. 2. Any member who shall counterfeit or imitate the International due stamp or working card, or knowingly use such imitations or counterfeits, shall be fined not less than \$50, or be expelled from this Union, as the circumstances may warrant, after trial has been accorded the accused.

SEC. 3. The Executive Council shall take immediate steps to secure the funds of the International Typographical Union in excess of \$20,000 (the amount of the bond of the Secretary-Treasurer), either by depositing the excess with a safety deposit company, or investing in bonds of the United States, the said deposit or investment to be made by the Executive Council as trustees.

SEC. 4. The moneys in the defense fund shall be drawn on only for the following purposes: For the sustaining of legal strikes or lockouts of subordinate or affiliated unions; for the payment of expenses of officers or organizers of this Union when engaged in the settlement of disputes or the formation of new unions, and

Union by law to meet such cases.

SEC. 6. On the death of a member in a subordinate union, the president thereof shall immediately notify the Secretary of the International Typographical Union form provided for that purpose, accompanied with the last working card or membership of the deceased member. The Treasurer of the International Typographical Union soon as practicable after such notification submit to the president and secretary of such union, for the burial expenses of the deceased of \$70.

SEC. 7. No funeral-benefit claim shall be allowed unless the deceased was possessed of a current card at the time of death, nor shall a funeral claim be allowed if, at the time of death, the deceased was a member in arrears of the capita tax to the International Union.

SEC. 8. In case of the decease of a member, a certificate of membership, the president of the nearest union shall act in the premises.

AUDITING ACCOUNTS.

SEC. 9. The President shall cause the accounts of the Secretary-Treasurer and the Home corporation to be audited twice a year. All accounts for the six months ending I

this purpose he shall appoint an expert accountant, who shall make a thorough examination and shall submit a report to the President, who shall cause its publication in The Typographical Journal.

SEC. 10. If said report should show any errors of importance, or defalcation, or misappropriation of funds of the Secretary-Treasurer or of any officer of the Union Printers' Home corporation, it shall be the duty of the President, with the consent of the Executive Council, to suspend such officer or officers; and he shall proceed at once legally to secure the International Typographical Union from loss, and in accordance with the bond or bonds of said officer or officers.

FISCAL YEAR.

SEC. 11. The fiscal year of this Union shall commence on the first day of June, and end on the 31st day of May in each year.

ARTICLE VII.—APPEALS AND IMPEACHMENT.

SECTION 1. Any member of a subordinate union feeling that injustice has been done him by his union, or any candidate for admission whose application has been rejected, may appeal his case in accordance with constitutional provisions. Notice of intention to appeal shall be filed with the proper officers of the subordinate union within five days, and appellant shall serve copies of all testimony and argument upon said officials within thirty days after the trial court has rendered its decision, and respondent shall reply thereto within a like period. The President of this Union may grant a further extension to either party if, in his opinion, the ends of justice will be subserved thereby.

SEC. 2. All parties to an appeal, in cases where documents are to be submitted, are required to make affirmation as to the truth of their statements.

SEC. 3. In cases of appeal against the action of a subordinate union, its decision must be complied with in

SEC. 4. Appeals to the Executive Council made within thirty days after the decision of appeal is taken, has been rendered.

SEC. 5. In the event of the suspension of a national officer from his official position by the Executive Council, he shall furnish the officer so suspended a detailed statement of his reasons for so doing, and also forward to the First Vice-President a detailed statement, who shall thereupon appoint a committee of three of the executive officers to try the suspended official upon the charges presented by the Executive Council, and the finding of the majority of said committee shall be the judgment of this Union, subject to the convention.

SEC. 6. Any member of the Union Print Corporation may be impeached for ineligibility, for commission of an indictable offense, or for wilful disregard of his duties of membership. If charges, based upon any one or more of the enumerated grounds, have been made to the Executive Council against any member of the corporation, and after trial, have been proven, the Executive Council shall thereupon enter an order of impeachment, which shall be deemed an order of the International Typographical Union, and the Executive Council shall with thereafter certify such order to the Secretary of the Union Printers' Home Corporation, who shall take such steps as may be proper under the By-Laws of the Corporation to secure the same.

ing so requested, fail or refuse to resign, the Secretary shall thereupon take such further action in the premises as may be proper under the By-Laws of that corporation to enforce the expulsion of the member so impeached. A certificate of impeachment from the Executive Council shall be conclusive upon the person named therein as to his ineligibility to membership in the corporation: *Provided*, Nothing herein contained shall restrict the right or power of the corporation of the Union Printers' Home to expel any member, on proper procedure, without the intervention of the Executive Council.

ARTICLE VIII.—TYPOGRAPHICAL JOURNAL.

SECTION 1. The Typographical Journal shall be published once a month and shall contain, in addition to the reports and other matter required by law to be published, the reports of the International and Home Unions; official orders; charters granted; charters suspended, and the causes; a list of names and addresses of corresponding or financial secretaries of subordinate unions; state of trade; advertisements meeting the approval of the Executive Council; all reports (including detailed statement of expenditures) and proceedings of the officers and members of the corporation of the Union Printers' Home; and such other matters as may be of interest and importance to the craft generally.

SEC. 2. Such unions as desire to publish a list of the names of their officers shall be charged therefor at the rate of \$1 per line per year.

SEC. 3. The subscription rate of The Journal shall be \$1 per annum, payable with dues, as provided by Article IX of the Constitution. To apprentices registered with local unions the rate shall be 60 cents per annum, payable in advance. To non-members the rate shall be \$1 per annum, postage in addition to foreign subscribers. The price for single copies shall be 10 cents.

in the deed by said
dated the 17th day of May, 18

SEC. 2. Any member in good standing of the International Typographical Union for the year ending on the 31st day of December next shall be deemed to be in good standing as an inmate to the Home of the International Typographical Union at Colorado Springs, and of participation in the same.

SEC. 3. No person shall be deemed to be in good standing of the International Typographical Union who shall wilfully neglect, disregard, or disobey the constitution, order, by-law, or duty prescribed by the Union, and concerning the management of the Home, at Colorado Springs, or of any other Home said Home is held by the Union.

SEC. 4. A full and complete, true and correct copy of the Constitution and By-Laws of the International Typographical Union should be submitted to each convention of the International Typographical Union by the Board of Trustees of the Union Printers' Home, showing the same, and containing such recommendation to the Union in furthering the interests of the same.

SEC. 5. At all times the articles of the Constitution and By-Laws of the Board of Trustees of the Union Printers' Home, and the Constitution and By-Laws of the International Typographical Union shall be further amended in such manner as may be deemed proper by the Board of Trustees of the Union Printers' Home, and the International Typographical Union.

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BY-LAWS.

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ARTICLE X.—STANDING RULES.

ORDER OF BUSINESS.

1. Roll Call and Reading of the Minutes.
2. Reports of Standing Committees.
3. Reports of Select Committees.
4. Petitions, Memorials, Correspondence, etc.
5. Resolutions, Motions, Notices.
6. Unfinished Business.

THE PRESIDING OFFICER.

1. The presiding officer shall take the chair at the time appointed for the Union to meet, and immediately call the members to order; and, at the instance of ten members, may order the attendance of absent members who are in the city where and at the time the meetings are held.

2. The presiding officer is empowered to and shall preserve order and decorum; and if any member transgresses the rules, the presiding officer shall, or any member may, call him to order, in which case the member called to order shall immediately resume his seat until the point of order has been decided by the presiding officer, or, if appealed, by the Union.

3. The presiding officer shall have the right to decide all questions of order, subject to an appeal to the Union.

4. The presiding officer shall appoint all committees, unless otherwise ordered by the Union.

THE MEMBERS.

5. When a member is to make a motion or to speak to the question, he shall rise in his seat and respectfully address the presiding officer; the presiding officer shall pronounce the name of the member entitled to the floor, and the member shall confine himself to the question under consideration.

6. No member shall speak more than twice on any

shall excuse him.
no member shall leave the room during
of the Union without the permission of
officer.

MOTIONS.

When a motion is made and seconded it
d to be in possession of the Union, and
by the presiding officer; or, being in
be delivered to the Secretary and read pre

After a motion is stated by the presiding
d, it may be withdrawn by the mover, at a
ous to an amendment or final decision, by
Union.

When a question is under debate, no moti
ceived but to adjourn; to lay on the table;
ous question; to postpone to a certain day;
r to amend—which several motions shall b
ce in the order in which they stand arrang
n for adjournment shall always be in ord
ie motion to lay on the table shall be decid
bate.

A motion for the "order of the day" sh
dence of all other business, except a moti
or a question of privilege.

When a motion or question has once been
d, it shall be in order for any member w
majority to move for a reconsideration

s or sentences, shall be admissible, unless they in some error of fact or grammar.

All motions and resolutions, unless merely affective order of business, shall be submitted in writing.

A motion to suspend the rules must receive the concurrence of two-thirds of the members present, and be decided without debate.

All motions, resolutions, recommendations or decisions of the executive officers that are sustained, intended to be mandatory, and amendments to or alterations of the Constitution, By-Laws or General Laws, shall be drafted in proper form by party or committee submitting them, stating article or section to be amended.

COMMITTEE OF THE WHOLE.

On going into the committee of the whole, the presiding officer shall name some member to act as chairman of the committee, who shall occupy the chair and direct the business while in committee.

When the committee is ready to report, the chairman shall take the floor (the presiding officer resuming the chair) and make known in proper form the action recommended arrived at by the committee, and the same shall be entered upon the minutes of the Union.

THE QUESTION AND VOTE.

All questions, unless otherwise provided for, shall be put in or near this form: "As many as are in favor of the case may be) say Aye; those opposed, No," and in doubtful cases the President may direct, or any member call for, a division.

A motion for the previous question shall not be sustained unless seconded by twenty-five members of the Union and shall be decided without debate.

When so made, the question shall be put in these words: "Shall the main question be now put?" and if decided in the affirmative, shall preclude all further amendment and debate of the question. When there

amendments before the main question is

26. While the Secretary is calling the roll, the members shall vote inside the bar; and no member be in order for any member to explain the call, unless unanimous consent of the assembly be given.

27. All questions, unless otherwise provided, shall be decided by a majority of the votes cast.

MISCELLANEOUS.

28. All resolutions, petitions, memorials, &c., shall be referred to their appropriate committees, except in cases where there is no objection to their immediate consideration.

29. To impugn the motives of officers, committees, or to use reviling or degradation toward them or the Union, shall be considered disorderly, and punishable by such discipline as the assembly may see fit to impose.

30. In the absence of a standing rule, reference shall be had to "Robert's Rules of Order" as the basis of procedure in the Union.

ARTICLE XI.—ALTERATION OF BY-LAWS.

These By-Laws may be altered or amended by a two-thirds vote of the members present at any regular session of the Union.

GENERAL LAWS.

JURISDICTION AND CHARTERS.

SECTION 1. The jurisdiction of printers' unions chartered by the International Union of North America shall extend within the corporate limits of the city or town named in the charter, but any subordinate union may consider a place within a radius of fifty miles of its location, in which place no union exists, as within its jurisdiction, for the purpose of admitting non-unionists in such place to its membership.

SEC. 2. The President of the International Typographical Union shall have power to extend the jurisdiction of subordinate unions to adjoining cities and towns where no unions exist, and which are not included in the corporate limits of the petitioning union, for the purpose of enforcing the laws of the International and subordinate unions.

SEC. 3. A subordinate union has no control over men regularly enlisted in the army or navy of the United States or British Provinces, and who may be detailed in the signal service or to work at the business at military headquarters or posts.

SEC. 4. Where there are not enough union printers in a town to take out a charter, or for other reasons it is deemed inadvisable to form a union, a chapel may be organized under such rules as may be provided, the members to be attached to the nearest subordinate union, subject only to International dues and assessments.

SEC. 5. Charters shall contain as the official designation of the union the name of the city or town in which it is located.

on. There is nothing, however, to prevent a
giving to such charter a sketch of the delinquency
of any party whose name appears there
after member.

6. 8. It is competent for a subordinate union
to obtain a charter from any state within which it may
be, in order to protect itself in the possession of
and other legal rights, but the charter of the
National Union is supreme, and governs in all
cases where it does not conflict with the laws
of the nation.

6. 9. A majority of a union can not by vote
revoke its charter. Charters being granted to seven
years, a union can not be dissolved while there are
members in good standing willing to retain the charter.

DUTIES OF SUBORDINATE UNIONS AND OFFICERS.

6. 10. Subordinate unions are required to
elect auditors, whose duty it shall be to examine
the accounts and records of the financial officers for the
years ending July 31, October 31, January 31,
and report to the Secretary-Treasurer of the
National Typographical Union within fifteen
days thereafter the condition of the funds and accounts,
number of members in good standing, number
admitted, expelled or suspended, admitted or withdrawn
for each month, together with such other information
as the Executive Council may deem necessary.

1 member shall have personally participated in such ex-
2 amination. Should inaccuracies appear in the report of
3 an auditing committee, the President of the Interna-
4 tional Typographical Union shall appoint an expert ac-
5 countant to examine the books of the union in which
6 such inaccuracies are noted, who shall report his find-
7 ings to the President of the International Typographical
8 Union, he in turn to file the same with the president of
9 the union concerned, who, in the event of wilful falsi-
10 fication by said auditing committee, shall suspend such
11 committee from office, together with the delinquent
12 financial officer or officers, and impose upon them a fine
13 of \$10, which fine shall be forwarded to the Secretary-
14 Treasurer of the International Typographical Union.
15 In the event of the suspension of an auditing commit-
16 tee, an election of their successors shall be held within
17 one month from the date of such suspension. Expenses
18 of examination of books and records shall be borne en-
19 tirely by subordinate unions. Subordinate unions fail-
20 ing to report to the Secretary-Treasurer of the Interna-
21 tional Typographical Union, as required by this section,
22 shall be fined \$25.

Sec. 11. Secretaries of subordinate unions are re-
quired to file with the Secretary-Treasurer of the Inter-
national Typographical Union, on or before Decem-
ber 1 of each year, upon blanks furnished by said
officer, a detailed statement of population, scales of
prices, hours of labor, etc., of their city and trade. It
shall be the duty of the Secretary-Treasurer to codify
such statistics in such manner as will grade the cities
or towns according to their size and population, and
to print in pamphlet form such number of copies as
may be necessary to meet the requirements of the In-
ternational and local unions.

Sec. 12. Each subordinate union must furnish statis-
tics annually to the Executive Council, setting forth the
number of union and non-union men, women and ap-
prentices in their locality, with such recommendations
and suggestions as they think will best advance the

Sec. 14. Subordinate unions shall purchase membership or working cards with the issuance of either each member of the local union.

Sec. 15. Every subordinate of the International Typographical Union shall be bonded by some reputable surety company.

Sec. 16. Returns of per centum shall be made monthly by the Treasurer of the International Union, stating the number of members forwarded.

Sec. 17. It is enjoined upon each subordinate union to have a suitable seal engraving on its documents.

Sec. 18. An appeal for admission from a subordinate union to the Executive Council.

Sec. 19. It shall be the duty of each subordinate union to report to the International Typographical Union all matters within their jurisdiction.

Sec. 20. Secretaries of subordinate unions are required to furnish the Secretary of the International Typographical Union with the names of applicants for admission who

suspected of having worked under the jurisdiction of a sister union, or about whose antecedents there is the least doubt, and no such applicant shall be received into membership until twenty days after the date of such publication; this provision shall not be operative during the progress of a strike or during the life of amnesty declared in accordance with the requirements of the laws of this Union.

SEC. 21. It shall be the duty of the secretary of each subordinate union to furnish monthly to the Secretary-Treasurer of the International Union a statement of all rejections, expulsions, suspensions and reinstatements, and the reasons therefor; and also a monthly statement of the condition of the trade and other matters of interest to the craft in the jurisdiction of his union.

SEC. 22. Secretaries of subordinate unions are instructed to answer all correspondence from sister unions of an important nature as soon as possible after receiving the same, the welfare of the craft requiring it. All correspondence between subordinate unions as to character, etc., of applicants for membership, and all other business of like nature, shall be conducted in sealed envelopes.

POWERS OF SUBORDINATE UNIONS.

SEC. 23. No boycott shall be levied by any local union whereby a sister union subordinate to the International Typographical Union, or members thereof, may be affected, without the specific consent of the union so affected: *Provided*, The union desiring to boycott shall have the right of appeal to the Executive Council, which shall give all interested parties a full hearing before rendering a decision.

SEC. 24. A union has no right to set apart a day as a national holiday and declare members unfair because they do not observe the same, although ordered by the union to do so.

SEC. 25. It is optional with local unions whether they

in chapel meeting to take any action amending, or in any way affecting the laws of Such action should be only had in open union.

SEC. 27. Subordinate unions have not require that their members shall hold regu before they shall be entitled to vote or hold

SEC. 28. Subordinate unions, acting in with the Executive Council, have a right general amnesty for a set period to non-unioning in the territory under their jurisdiction

MEMBERSHIP.

SEC. 29. No union shall admit as a member son who comes from a place where a union the time of his leaving, unless he can present attested certificate of membership from *Provided*, That any applicant for membership admitted if no objection is raised after the whose jurisdiction the applicant comes has communicated with, and after publication of the in The Journal as required by law. Any union violating this law shall be liable to a

SEC. 30. No person shall be admitted to in a subordinate union who has not served apprenticeship of at least four years. Rigid examination the competency of applicants shall be made by the committee of the local union. This section shall apply to newspaper writers, mailers and typesetters

considered proper and legal for such newly elected members to subscribe to the oath of membership on a blank form to be prepared and furnished by the International officers, in lieu of appearing personally before the subordinate union for obligation: *Provided*, said oath (or obligation) shall be subscribed and sworn to before some civil officer legally authorized to administer oaths.

SEC. 32. In towns where there are not a sufficient number of printers employed to hold a charter from this body, the organizer shall furnish application blanks to such as are there and wish to become members of the International Typographical Union, and such blanks, when filled out, shall be forwarded by him to the Secretary-Treasurer, who shall cause the names of applicants to be published in 'The Typographical Journal'; and if, after the lapse of thirty days after such publication, no valid objection is received, the Secretary-Treasurer shall, upon applicants subscribing to oath, as provided in Section 31, issue a certificate of membership, which shall entitle the holder to all rights and privileges of a member of the International Union. Each application shall be accompanied by an initiation fee of \$2, and such member shall be liable for the regular International Typographical Union per capita tax and assessments.

SEC. 33. A candidate for membership can not be rejected solely on the ground of having served his apprenticeship in an "unfair" office; but a local union may impose such restrictions, in its discretion, as seem best for the general welfare, upon apprentices entering "unfair" offices within its jurisdiction, and such apprentices may not be permitted to enter the union until such restrictions are removed or special laws complied with.

SEC. 34. An applicant for membership, working under permit pending final action on the case, is entitled to work in union offices and receive the same recognition as members of the union, and shall not be allowed to withdraw the application upon which a permit has been

not again make a new application to any
space of six months from the time of suc

c. 35. An applicant (who is not otherwis
can not be rejected by a subordinate or
fourths of the members present at the r
h said application was acted on voted in
dmission.

c. 36. All persons performing the work
or journeyman, at any branch of the
e, in offices under the jurisdiction of the
l Typographical Union, must be active m
local union of their craft and entitled
ileges and benefits of membership: *Provis*
ns can prohibit employers from becomi
bers of their organization, if they so desir

DUES.

c. 37. Every member shall pay the Inte
ographical Union per capita tax monthly
ates of the Union Printers' Home, who
sidered members in good standing), and or
ne same shall receive from the local union
bership is held an International working
stamp so canceled by the local officers as t
month or months for which International
paid.

c. 38. Every member must demand, and
se payment of the proper sum due st

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dues, which shall be indicated by the attachment to the member's current working card of an adhesive stamp for each month's dues paid.

SEC. 39. In cases of members holding certificates of membership and so situated as not to require active affiliation with any subordinate union, the per capita tax shall be collected by the proper officer of the union in which said certificate is deposited or presented for renewal, and the amount so received shall be shown on the card issued by affixing International due stamps in such a manner as to indicate the payment of monthly per capita tax in regular sequence.

SEC. 40. Any member who is not in possession of an International working card for the current month, or to whose card International due stamps, showing all dues up to the current month to have been paid, are not attached, shall be deemed as delinquent to the International Union, and shall not be entitled to any benefits.

SEC. 41. Local dues shall be charged from the first day of each month, except in cases where the member has paid the current month's dues, or in instances where the percentage system applies. In cases where members deposit certificates of membership showing International per capita tax to have been paid in advance, local unions when collecting dues shall allow full credit for the amounts so paid.

SEC. 42. No member of a subordinate union shall be allowed to pay dues in the jurisdiction of one union while working under that of another; and no subordinate union shall receive dues as, aforesaid. Dues of right belong to the union under whose jurisdiction the party is working.

CERTIFICATE OF MEMBERSHIP.

SEC. 43. Members in good standing who are desirous of leaving the jurisdiction of the union to which they belong shall be entitled to receive the International Typographical Union certificate (traveling card), which shall be furnished upon the payment of the current

ords as follows:

IS TO CERTIFY THAT
(, whose signature appears in this certifi-
cate in good standing of the Internation-
al Union, and is entitled to the friend-
ship of all unions under the jurisdic-
tion of the International Typographical Union.

..... has paid International Union dues
for the month of.....
.....
..... under our hands and the seal of the
this....day of.....

..... Pro-
..... Sec-
....., Member's Signature.

..... signed..... Sec. Trans.
..... certificate expires in six months from date

Certificate of Membership issued by trade
unions shall be similar to the above, with such
additions as may be necessary.

45. Any member receiving such certificate
from the same with the proper union officer
to work within the jurisdiction of any union
connected to the International Typographical
Union shall not apply to unions located within its
jurisdiction, when the current working card
of the union shall hold good for thirty days
or neglecting his duty, as prescribed in

SEC. 46. The secretary of a subordinate union shall receive the International Certificate of Membership at any time, if the card be clear and within date and no charges are pending against the holder. Membership in said union shall date from time of said reception, and any person admitted by such certificate shall be exempt from the usual initiation fee and from any assessments of which he is not a beneficiary.

SEC. 47. International cards must be received (if within date), notwithstanding the fact that charges may be pending in a sister union against an officer of the union issuing the same: *Provided*, Such charges were not made known to said union previous to the issue of such card.

SEC. 48. In case of a strike involving one-third of the membership of a union, said union may refuse to receive cards for a period not exceeding three months, or, with the consent of the International President, six months.

SEC. 49. A subordinate union can not be compelled to grant a card to a member against whom charges are pending.

SEC. 50. All Certificates of Membership issued by subordinate unions must have the seal of the issuing union stamped thereon, and all signatures, dates and names shall be in ink.

SEC. 51. Secretaries of subordinate unions, when issuing a traveling card, shall require the member to place in the blank for that purpose his (the member's) signature in the presence of the secretary, and the secretary receiving a traveling card shall require the holder to sign his name on a piece of paper for comparison, and should there be a discrepancy, the secretary shall take up the card pending investigation. Any violation of this section shall be punished by a fine of \$5. This shall not apply to cards forwarded by mail.

SEC. 52. A union may reissue to a member the same card he deposited if he withdraws during the month in

all new applications must be made by the members of their craft for membership in the International Typographical Union, and they shall be subject to the constitution and by-laws of the union to which they are attached; and said members shall not be allowed to join any other union and take part in strikes when in the service of any of the unions, as provided by laws of the International Typographical Union, notwithstanding the same may be organized into a trade district union.

Sec. 54. A change in the secretary of the International Union does not affect the validity of a card, within date, signed by a secretary. The blank certificates of the International Typographical Union are good until used if they are presented in existence as a part of this International Union.

Sec. 55. Certificates of Membership issued by an International Typographical Union after its charter has been revoked shall not be honored by any other International Typographical Union. A member of such a union, upon presentation to the Secretary-Treasurer with sufficient evidence, shall, upon the payment of all dues, be entitled to a certificate of Membership from the Secretary-Treasurer of the International Typographical Union.

Sec. 56. The duly attested card of membership from any foreign typographical union, when presented in kind, shall be received and their holders admitted to membership in the International Typographical Union as though presenting a certificate of membership.

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RENEWAL AND REISSUE.

SEC. 57. Where a union member, who has been for a length of time out of the business, or so located as to make it unnecessary for him to deposit his card, under the workings of our system, until after it has expired by limitation, presents his card for renewal to the union by which it was issued, such union, on the payment of accrued International per capita from date of issuance to date of such renewal (and no other fees whatsoever shall be chargeable), shall promptly renew such card, provided the application for renewal be accompanied by satisfactory evidence that the applicant has not in the meantime been guilty of any anti-union conduct. Nothing herein shall be held as preventing such member from making application as a new member if he so elects. Should the union issuing such card have in the meantime ceased to exist, it is the right of the union man holding such card to have it accepted by any subordinate union on his showing to the satisfaction of such union that his record has been a clear one since the date of issue of such card. Unexpired Certificates of Membership must be renewed by local unions, on presentation by the holders of satisfactory evidence of union conduct, and the payment of per capita tax due. Certificates of Membership may be renewed by the International Secretary-Treasurer under the foregoing conditions.

SEC. 58. When a member loses his Certificate of Membership, the union from which he received it shall issue a duplicate thereof on the receipt of 25 cents from the applicant, provided he has not worked in the jurisdiction of any other subordinate union before making his loss known and receiving its permission to work, and there are no charges or objections made against him, either by the union from which his card was first issued or that in whose jurisdiction he desires to go to work, and his original card had not expired before he made its loss known.

advise the following work:

International Typographical Union.

THIS CONTAINS TWELVE

himself, is at this day and date a member in good standing of the International Typographical Union, No. 1, of the City of New York, and is granted this International Card, which exempts him from all dues whatsoever, and assigns him of all rights and claims of any kind whatsoever in said organization. He is required to deposit same with the proper authorities seeking work under the jurisdiction of an affiliate union; and he promises not to violate any requirements of the said International Typographical Union, or its subordinate bodies, while he is employed.

Witness our hands and the seal of the union,
and your first electric union.

counter-signal. See Time 1

1. 凡在本行开立存款账户的客户，均可向本行申请开立支票。
 2. 支票的有效期为自签发之日起六个月内。
 3. 支票的金额不得超过账户余额。
 4. 支票的签发人必须为账户持有人。
 5. 支票的收款人必须为本行客户。
 6. 支票的签发人必须对支票的金额负责。
 7. 支票的收款人必须对支票的金额负责。
 8. 支票的签发人必须对支票的金额负责。
 9. 支票的收款人必须对支票的金额负责。
 10. 支票的签发人必须对支票的金额负责。

I hereby affirm, on my honor as a man, that I
serving this end I have not been guilty of misre-
presentation of the International Typographical
any union, individual, clerical, and the

The Withdrawal Card issued by trade district unions shall be similar to the above, with such changes and additions as may be necessary.

SEC. 61. Immediately on returning to the business or coming within the jurisdiction of a subordinate union the holder of a Withdrawal Card shall deposit the same, subject to the approval of the subordinate union issuing it, and shall be placed on the active list.

SEC. 62. A member of a subordinate union working regularly at the business can not demand the right of withdrawing from the union on the plea of economizing expenses or of inability to pay his dues; and the union, in such a case, is justified in refusing a card.

TYPESETTING MACHINES.

SEC. 63. The International Typographical Union demands that in all offices within its jurisdiction, where typesetting machines are used, practical union printers shall be employed to run them; and also that subordinate unions regulate the scale of wages and the time on such machines.

SEC. 64. In machine offices under the jurisdiction of the International Typographical Union, no person shall be eligible as a "learner" on machines who is not a member of the International Typographical Union, or an applicant for membership working under a permit. The time and compensation of "learners" shall be regulated by local unions: *Provided*, Regularly employed apprentices in machine offices shall be privileged to work on machines during all of the last three months of their apprenticeship, and the learners' scale shall apply to such apprentices.

SEC. 65. No machine operator shall be allowed to accept a bonus, based on setting so many thousand over a prescribed amount, where such bonus is voluntary on the part of the employer, and is not provided for in the scale of prices.

local typographical union, and the society shall provide and maintain a scale covering such assistants shall not be considered as in number of apprentices already allotted.

SAC. 67. No member of the International Union shall engage in speed, recitation tests, either by hand composition or on a typewriter, in violation of this law shall be punished by a fine of not more than \$25, or suspension.

FEMALE COMPOSITORS.

SAC. 68. Equal wages shall be paid for the same work to both sexes employed in any union or association under the jurisdiction of any subordinate union within the jurisdiction of this International Union. Any union or association that fails to comply with this law shall be considered in violation of the law, and steps shall be taken by the International Union to bring about the desired result, and it shall publish said office as unfair, placard the same, and shall publish said office as unfair, placard the same, until it expresses its assent to comply with the law. Any subordinate union that wilfully neglects to comply with this law shall be fined \$25 for the first offense, the matter is to be referred to the satisfaction of the officers of the International Typographical Union; for the second offense, the fine shall be \$50; and the third, the withdrawal of the franchise.

THE LABEL.

SAC. 69. The label shall be used as follows:

nate bodies on receipt by the Secretary-Treasurer of this Union of a sum of money not exceeding 10 per cent above the actual cost of production and distribution of said labels. Said labels shall remain the property of the International Typographical Union. No local union or subordinate body shall be permitted to grant the label to offices outside the corporate limits of the city or town named in its charter, without first securing an extension of jurisdiction from the International President.

SEC. 70. Local unions or subordinate bodies, acting as agents for the International Typographical Union, shall loan said labels or use or cause the same to be used in such offices and by such employing printers as fully comply with the rules and regulations of the International Typographical Union and said local unions or subordinate bodies, and also sign a label contract. The Executive Council of the International Typographical Union shall have the allied printing trades label withdrawn from all printing establishments employing members of antagonistic organizations.

SEC. 71. In cities and towns where more than one craft is organized, labels shall be loaned to offices by the Allied Trades Council, acting as the agent of the International Typographical Union, and it is imperatively ordered that no office shall be permitted to use labels unless the rules and regulations of the respective unions, subordinate or affiliated, are complied with: *Provided*, That in cities where the German label has been in use heretofore and is known as the eight-hour label, the German unions shall have the right to use this label on all work done under the eight-hour system, subject to the discretion of the Executive Council.

SEC. 72. Subordinate unions shall not allow proprietors who work at the trade, and who are not active members, to use the union label on any work performed by such proprietors. Local unions shall have the right to grant the use of the label to any proprietor who is an active member, when he wishes to do his own work,

ing union labels.

APPRENTICES.

SEC. 75. Apprentices, upon entering the jurisdiction of the International Typographical Union, shall be registered by local unions. A record shall be kept of such apprentices and a certificate of apprenticeship, which certificate shall be presented to the local union when application is made for membership. The form of said certificate to be as follows:

Certificate of Apprenticeship
(International Typographical Union)

This is to certify that.....has on
the employ of.....as an apprentice

.....
Ch

(Date.)

.....
Secretary Typo.

SEC. 76. It is enjoined upon each local union to make regulations limiting the number of apprentices to be employed in each office to one for every five journeymen as to the union may seem just. All unions must pass laws defining the grade of work apprentices must be taught from the beginning of their apprenticeship, with the aim in view to give them the opportunity of acquiring a thorough knowledge of the printing trade; and all unions must admit to membership only those who have acquired a thorough knowledge of the printing trade.

apprenticeship, they may become acquainted with the workings of the union and be better fitted to appreciate its privileges and obligations upon assuming full membership. They shall be required to take an obligation pledging themselves to maintain the secrecy of the organization in which they desire membership.

SEC. 77. Where the laws of a union admit an apprentice to conditional membership in the last year of his term, and such apprentice makes application, and is rejected on the ground of incompetency, it is not necessary or proper that union men should refuse to continue at work where such apprentice is employed.

SEC. 78. Apprentices who have not worked a sufficient time at the business to allow of their becoming members of the local union—probationary or in full—under its laws or the laws of the International Union, can not be "ratted."

GENERAL DISCIPLINE.

SEC. 79. In offices under the jurisdiction of the International Typographical Union the foreman is the only person to whom to apply for work, and any person securing work, or attempting to secure work, in any department under the jurisdiction of the foreman, in any other manner than by application to said foreman of the office, shall be deemed guilty of conduct unbecoming a union man, and, upon conviction before a trial board, shall be suspended or expelled, as two-thirds of the members may determine.

SEC. 80. Not more than fifty-four hours shall constitute a week's work. No member of a subordinate union shall work more than six days in any one week, nor more than the number of hours constituting a day's work in any jurisdiction multiplied by six, where a substitute can be obtained. Should any member work, through inability to secure a substitute, a greater number than six days in any one week, or more than the number of hours specified in this section, said member

punished by a fine or not less than pay for each violation. And it shall on the part of the local union if said violation occurs to impose a Six-day papers publishing Sunday classed in the category of seven-day

SEC. 81. Any member or member of a subordinate union circulating or causing in any way malicious or untrue statements upon the standing or character, or any officer or member of the International Typographical Union, or impugning the integrity upon the honesty of any officer of the International Typographical Union guilty of ununionlike conduct, as before a trial board shall be suspended as two-thirds of the members may determine. It shall be the duty of the executive committee of the subordinate union to investigate and report violations of this law occurring within its jurisdiction. It shall also be the duty, and it shall be so actively ordered, that any subordinate union member of a subordinate union, shall be reported before the proper authorities against this section.

SEC. 82. It shall be unlawful for any subordinate union of the International Typographical Union to belong to any secret society or bound or otherwise, the intent or purpose of which shall be to influence or control the business of such local union or of

cers of such local or International Union, or the preferred or other situations under their jurisdiction. Any member convicted of a violation of this section shall be expelled.

SEC. 83. Cashing of strings, or assignment of wages for any purpose, where an ultimate profit is received, by members or others, is forbidden everywhere within the jurisdiction of the International Typographical Union, nbr shall any member act as an agent for outside shyllocks. Printers' benevolent societies are not included in the operations of this act, if the society does not charge interest in excess of 2 per cent per week. Upon the presentation of charges, local unions shall try the issue and decide whether this section has been violated, and impose such penalties as may be deemed necessary.

SEC. 84. Members of the International Typographical Union shall not be permitted to operate a portion of a printing plant, or an entire printing plant, for a portion of the time, under contract or sub-contract. Members can only engage in business as employers who own and control their establishments. This shall not apply to bona fide leases for a term of one year or more.

SEC. 85. No member of a subordinate union shall be allowed to use the name of the union for any purpose without the sanction of the union, but a subordinate union may take political action when the interests of the craft as a whole may be benefited thereby: *Provided*, No subordinate union shall assess its members for political purposes.

SEC. 86. It is contrary to union principles for any person holding an International Certificate of Membership to go to work in a town or city where no union exists, during the progress of a strike, without the consent of the parties engaged in such strike, and the union issuing such certificate has the power, upon sufficient proof being furnished, to revoke the same and publish the holder thereof as an unfair man.

SEC. 87. Work in foreign languages shall be at the scale rates of the particular union having juriedic-

constitutes a situation.

SEC. 89. Any member of a subord wronged a sister union by the misapp shall have his card revoked by the u then a member, upon notification o seal of the union, unless the delin forwarded to the union of which he

SEC. 90. A member of a union e situation in the jurisdiction of another rate of wages than the scale of prices calls for, is guilty of "ratting," even tion may not be obtained.

SEC. 91. A member declared gu either of the union or a committee be fined, reprimanded or suspended of the union.

SEC. 92. It shall be a misdemeanor expulsion, for one union man to ma the position of another union man

SEC. 93. Where, through dullness o causes, the position of foreman and (or editor and foreman, both being union) become consolidated, the part be charged with violating the precedi General Laws, if he does not accep wages than previously paid to either c

chapel or union, and (4) to decrease the force, such decrease to be accomplished by discharging first the person or persons last employed, either as regular employes or as extra employes, as the exigencies of the matter may require. Should there be an increase in the force within sixty days after a decrease, the person or persons displaced through such cause shall be reinstated in the order in which they were discharged before other help may be employed. Upon demand, the foreman shall give the reason for discharge in writing. Persons considered capable as substitutes by foremen shall be deemed competent to fill regular situations, and shall be given preference in the filling of vacancies in the regular force. - This section shall apply to incoming as well as outgoing foremen.

SEC. 95. Foremen shall not designate any particular day, nor how many days, a man shall work in any one week.

SEC. 96. The practice by foremen of selecting their forces from day to day, or not having any regular situations in an office, is prohibited. Foremen must give out such minimum number of situations as are needed to meet office requirements. Employment other than a regular situation shall be classed as extra work.

SEC. 97. No foreman shall have the right to discharge or discipline a journeyman for putting on an incompetent "sub," if the foreman has not notified the journeyman of the "sub's" incompetency.

SEC. 98. Where it is in the power of a foreman to employ help of the allied trades, and he shall employ a non-union man in preference to a union man, he shall be fined not less than five nor more than twenty-five dollars, and, on the second offense, he shall be subject to suspension or expulsion.

SUB-LISTS.

SEC. 99. The practice of having a sub-list in union offices under the jurisdiction of the International Typo-

the system of sub-
SEC. 100. The practice of fo-
giving out six-day situations
thereby controlling extra work
Any member in an office, seven-
is entitled to employ in his stead
any competent member of the In-
ical Union, without consultation of
man of said office. A fine of \$25
foremen for violation or evasio
chairman failing to report the vi-
shall be fined \$25.

SEC. 101. Sections 99 and 100,
be posted in all chapels and ent
under the jurisdiction of the Inte-
ical Union.

CHARGES AND TRIA

SEC. 102. Neglect of duty in an-
comply with the provisions of In-
laws by members, may be punished
suspension or expulsion at the will of
members of a local union in good stan-
no punishment may be inflicted or
until after due trial in accordance wi-
national law, except in cases in thes-
set forth.

SEC. 103. When a union arraigns a
cause without its jurisdiction
has for

SEC. 104. When a subordinate union is cognizant of the performance of a disreputable act on the part of a member not working within its jurisdiction, whether such act was committed within its jurisdiction or not, it is its duty to prefer charges against him before the union under whose jurisdiction he does work.

SEC. 105. When a member has deliberately ratted, it is not necessary that he should be cited to appear for trial, but he may be summarily expelled.

SEC. 106. Accusations or charges against a member must be made in writing by a member of the union within thirty days of the time knowledge of the offense alleged comes to the member making the charges, and may be presented to the president at any time, who, if the charges are found worthy of trial by the union, shall forthwith appoint a committee of five to examine the case. Said committee shall notify the parties and their witnesses of the time and place of sitting.* Both parties shall have the right of counsel, who shall be members of the union. At the demand of either party witnesses shall be sworn by a notary public, or some other officer authorized to administer oaths. If either party fail to appear (unless excused for cause shown), the inquiry shall proceed, and the committee shall at the next stated meeting report the evidence and its judgment on the case. The accused shall then have the privilege of defense before the union, after which the secretary shall again read the judgment of the committee, and the president shall submit it to a vote of the union, and a two-thirds secret vote of the members present shall be necessary to convict. If more than one charge has been made the vote may be taken on each charge, separately, in the same manner. If the charges or any of them be sustained the vote shall then be taken on the penalty recommended by the committee, if any, but this recommendation may be amended, and the vote shall be first upon the heaviest penalty proposed. It shall require a two-thirds vote to expel or suspend from membership, but a majority vote only to impose any lesser penalty.

by a two-thirds vote of the union, and without the matter to any trial committee, he cannot an amount equal to the expense of the trial, counsel, or both counsel and trial.

Sec. 108. The evidence of men shall not be in the trial of union men for any cause where they are under the ban of the union, and not by it as honorable men. Evidence gleaned from books and bookkeeper of an office should be good evidence on trial of a union man for scale, unless surrounding circumstances or evidence in rebuttal weakens or destroys it.

Sec. 109. No evidence shall be received or by a committee appointed to investigate charges such as shall be offered at a regular hearing committee, at which all parties interested shall have been notified to be present.

Sec. 110. The defendant to charges shall be compelled to testify.

Sec. 111. The accused may, if he so desires, waive any and all of the rights guaranteed to him by the Constitution and Laws; and upon such waiver may, by a majority vote, proceed to act. Nothing contained shall interfere with the appeal right of the accused.

Sec. 112. If the accused feels that an injury has been done by his union, he shall give notice to the International Union, as set forth in its

Union, they shall create a joint standing committee to consist of three members from each body, and its duty will be to meet at least once every three months and report to the Executive Council of the International Typographical Union the condition of trade in said city, and to this committee the several trades shall refer the adjustment of difficulties with employers. Failing to adjust any difficulty the union involved shall immediately call upon the President, who shall proceed as provided in Sections 114 and 115. Nothing herein contained shall be construed as preventing affiliated unions from becoming members of said committee or Allied Trades Councils, but delegates from subordinate unions of the International Typographical Union shall not sit as members of Allied Trades Councils which admit to membership delegates from any organization antagonistic to the International Typographical Union.

SEC. 114. In the event of a disagreement between a subordinate union and an employer, which, in the opinion of the local union, may result in a strike, such union shall notify the President, who shall repair in person or by proxy to the place where said union is located, investigate the cause of the disagreement and endeavor to adjust the difficulty. If his efforts should prove futile, he shall notify the Executive Council of all the circumstances, and, if a majority of said Council shall decide that a strike is necessary, such union may be authorized to order a strike.

SEC. 115. When a strike has been authorized by the Executive Council, the president of the subordinate union interested shall, within twenty-four hours, call a meeting of said union (of which all members shall be constitutionally notified) to take action thereon, and no member shall vote on such question unless he is in good standing and has belonged to said subordinate union at least six months. Should three-fourths of the members present decide in favor of a strike, the president of the subordinate union shall immediately notify the Execu-

aranteed to all members who remain at, a
turn to work in offices affected by the illegals
specified in Section 121. Any officer or
a union who shall suppress or conceal
ion or the Executive Council any official
n concerning a strike, or a proposed strik
on conviction by the local union be suspen
pelled.

SEC. 117. A strike or lockout of any branch
this International Union, authorized by the
e Council thereof, shall apply alike to each as
ion, craft and individual working under sai
tion in the office or concern involved. Shoul
ity of said unions fail to support a propos
like, the aggrieved union may take an appeal
ecutive Council, and if, after being furnish
tements from all parties concerned, all of th
s of that body believe the inauguration of a st
utely necessary, the President shall in person
xy, again attempt to effect a settlement with
, and if unsuccessful, shall, through the off
various unions, order a general strike of al
s of the International Typographical Union es
the firm or firms interested, and those disre
order shall be forthwith expelled.

SEC. 118. In case of impending trouble involv
crafts, the Executive Council shall call in
ation the president or president of

volved, settlement shall be made by a majority vote of all crafts involved. In making settlement all crafts involved shall be parties thereto, each to have due consideration.

SEC. 120. It is imperatively ordered that no strike or lockout shall be deemed legal, or moneys expended from the defense fund on that account, unless the strike or lockout shall have been authorized or recognized by the Executive Council, but should a strike, lockout or reduction of wages be forced on a union without an opportunity to carry out the provisions of Sections 114 and 115, said union shall be entitled to the full privileges of the defense fund.

SEC. 121. To affect union men prejudicially to their standing in the union who remain at work in an office where any number of the union men in such office have struck work on what they deem good grounds for such action, the strike must have been authorized in accordance with Sections 114, 115 and 117 of this law. Unless so authorized, those remaining at work are not liable to charges of violation of any union laws.

SEC. 122. When there shall have been a strike ordered in accordance with the laws of the International Union all union men shall be deemed to have been notified.

SEC. 123. When a strike has been inaugurated under the provisions of Sections 114, 115 and 117, the Executive Council shall pay to the order of the president and secretary of the union involved, for a period not exceeding eight weeks, an amount equal to \$7 per week for each married man and \$5 per week for each single man entitled thereto.

SEC. 124. No member of a subordinate union on strike shall be entitled to the weekly benefit unless he reports daily to the proper officer of the subordinate union while the strike continues. Any member refusing work while out on strike shall be debarred from all benefits under this law, and for each day's work received one-fourth

to benefits.

c. 125. All moneys received by a union from the Executive Council shall only be used in supporting a strike or lockout, in assisting their removal cities, paying the necessary expenses of the Executive Council, and prosecuting strikes in such a manner as the union interested and the Executive Council shall deem necessary.

c. 126. During the continuance of a strike the board of a subordinate union shall make weekly reports to the Secretary-Treasurer of the International Union, showing the amount of money distributed, the names of the persons, number of beneficiaries—heads of families and persons, union or non-union—and all other facts which may be required. All moneys from the International Union defense fund remaining unused by a subordinate union shall be returned to the Executive Council.

c. 127. No strike shall be inaugurated by a subordinate union prior to at least one year after the expiration of its charter.

c. 128. In the event of a general strike in any city or town where several offices are involved, no union of men shall refuse to work for a proprietor who offers to pay the scale, if they have the consent of the union.

c. 129. The International Union disapproves of the division of members of subordinate unions into distinct groups in the settlement of questions, believing it to be

ARBITRATION AND CONTRACTS.

SEC. 130. When disputes arise between subordinate unions, or subordinate unions and employers, which can not be adjusted after conference between the parties at issue, the matter may be settled by arbitration.

SEC. 131. No local union shall sign a contract guaranteeing its members to work for any proprietor, firm or corporation, unless such contract is in accordance with International law and approved by the International President.

SEC. 132. It is imperatively ordered that the executive officers of the International Typographical Union shall not submit any of its laws to arbitration.

STANDARD OF TYPE.

SEC. 133. A subordinate union can not alter or amend the standard of type adopted by the International Typographical Union. The following is to be the alphabetical scale for the measurement of type cast on the point system: 12-point to 9-point, inclusive, 13 ems; 8-point and 7-point, 14 ems; 6-point, 15 ems; 5½-point, 16 ems; 5-point, 17 ems; 4½-point, 18 ems. All fonts exceeding the standard are to the benefit of the compositor, and no deduction or allowance can be made owing to such excess. In considering whether a font of type is up to the standard, the letters to be measured are the lower case letters from a to z, inclusive, and these only—the twenty-six letters of the alphabet; and the letters c, d, e, i, s, m, n, h, o, u, t, a and r shall be equal to at least one-half of such measurement. Where type shall be cast upon a larger body than the face (6-point face upon a 7-point body), it shall be measured as the face; or where it shall be cast upon a smaller body than the face (as 10-point face upon a 9-point body), it shall be measured as the body. Type cast in such a manner as practically to produce leaded matter without the use of leads shall be measured as type the next size smaller than the body on which it is cast. This section shall only apply to hand-set type.

trices, unless said plate matter, electrolytic and papier mache matrices are made by union.
SEC. 135. The International relegates the plates and plate supplement matter to subcommittees, with power to act.

SEC. 136. The practice of interchanging, exchanging, borrowing, lending or buying of matter previously published in the form of type or matrices, between printers or job offices, not owned by the same individual, firm or corporation and published in the same publication, is unlawful, and shall not be allowed. That the reproduction of such type or matrices shall be deemed a compliance with this law.

SECRET BALLOT.

SEC. 137. When a vote is taken in a meeting of a subordinate union on a reduction of a scale, alteration of a charter, or any dispute as to the construction of a charter, in relation to the surrender of a charter, it shall be by secret ballot, with white and black balls provided for that purpose—the white balls meaning "yea" and the black ones "nay." Any union violating this law shall be fined ten dollars for the first offense, and for every subsequent offense its charter shall be suspended by the Executive Council, subject to the approval of the National Council of the International Union.

SEC. 138. No member of a subordinate union shall be allowed to vote upon a proposed change in the

RECOMMENDATIONS.

SEC. 139. The indenturing of apprentices is considered the best means calculated to give that efficiency which it is desirable printers should possess, and also to give the necessary guarantee to employers that some return will be made them for a proper effort to turn out competent workmen. Subordinate unions should, therefore, whenever practicable, endeavor to introduce the system of indenturing apprentices. The term of service shall not be less than four years, beginning at the age of sixteen. It is the sense of the International Union that subordinate unions should make every effort possible to secure the proper training and instruction of apprentices in offices under their jurisdiction, to the intent that they may become competent workmen.

SEC. 140. It is the sense of the International Union that subordinate unions should not admit applicants to full membership until at least twenty years of age, as the best interests of the craft (employer and employe) will be subserved thereby. The membership of subordinate unions should, on every convenient occasion, inculcate the principles of true unionism in the minds of the apprentices within their jurisdiction.

SEC. 141. Where the constitution of a subordinate union provides that "practical printers of four years' experience are eligible to membership," such clause shall not be so construed as to make it obligatory upon the subordinate union to admit such "practical printer," unless it considers him a competent workman and qualified in other constitutional respects.

SEC. 142. While it is the sense of the International Union that subordinate unions, and they only, have at all times the right of judging of the qualifications of the applicants for admission to membership, it is deemed the true policy of subordinate unions to go to the utmost limits consistent with safety and honor in receiving into membership all "unfair" printers who make application

to that effect, and who evince a desire to again become "fair" men.

SEC. 143. Subordinate unions are recommended to adopt a conciliatory method of making important changes in their scales of prices, and before any change in the scale of prices is sought to be made effective such proposed change shall be submitted to all the publishers interested. The International Union, when requested, shall allow a representative of the American Newspaper Publishers' Association or the United Typothetae to be heard on important changes affecting their interests.

SEC. 144. Subordinate unions are recommended to annually present their scale of prices for the employers to sign, which scale, when signed, shall be binding on both parties during the year.

SEC. 145. The International Union recommends to subordinate unions that piece work in bookrooms be abolished where practicable.

SEC. 146. The International Union recommends that a day's work on daily papers be restricted as nearly as possible to six hours' composition.

SEC. 147. The International Union directs subordinate unions to use their influence in having book, newspaper and job stereotyping and electrotyping sent to shops employing union men exclusively.

SEC. 148. The International Union recommends to subordinate unions the adoption of the percentage system of collecting dues, where practicable.

SEC. 149. It is the sense of the International Union that the system of rebate dues is legal.

SEC. 150. Subordinate unions are recommended to print in labor journals of their localities a list of union printing offices, so that officers and members, societies and others favorable to organized labor may be kept posted as to what offices are fair.

SEC. 151. The International Union recommends to subordinate unions the consideration of the advisability of publishing to the workingmen of their several local-

ities the names of so-called labor papers which do not pay the scale of prices established by the several unions.

SEC. 152. Local unions are urged to affiliate with and attach themselves to the various central bodies in their localities, and are recommended to give preference to bodies chartered by the American Federation of Labor.

SEC. 153. Members should purchase, where possible, such goods as bear the trades union label recognized by the International Union.

SEC. 154. To subordinate unions is recommended the appointment of a label propaganda committee, for the purpose of securing the use of the label on the stationery and printing of all fraternal organizations in their jurisdiction.

SEC. 155. Subordinate unions are requested to use all means within their power to secure the privilege of governing apprentices; and they are especially enjoined to enter into negotiations with employers to the end that a person's application for apprenticeship, after serving six months in the composing room, shall be contingent upon a satisfactory report from a committee of the union relative to such person's educational qualifications.

SEC. 156. It is recommended that all subordinate unions be required to issue to their members tickets or cards bearing the union label, and a request to the merchants with whom they deal that they insist on having their printing done by union labor only. That subordinate unions be required to endeavor to secure their use by the members of other trades unions and friends of organized labor.

MISCELLANEOUS.

SEC. 157. Where a member of a local union under the jurisdiction of the International Union works at another trade or calling of which there is a regularly organized union, such member shall be required to join the union of the latter trade or calling.

... of the Executive Council
Union.

ACTS NULL AND V

SEC. 159. All resolutions and
ment of the craft not embraced in
General Laws, are hereby declared

INSTRUCTIONS TO THOSE A CHARTERS.

Applications for charters must be m
prepared therefor, which may be had
any Organizer, or will be furnished u
the President or Secretary of the I
graphical Union, 640-650 Newton C
Indianapolis, Indiana.

It being the duty of the Presiden
Treasurer to grant charters, applica
dressed to either officer.

All applications must be accompani
for charter and necessary supplies.

Seven journeymen compositors, or
of the other allied crafts, constitute a
to make application for a charter.

Any person under the ban of suspen
in a subordinate union can not be

RESOLUTIONS.

1. That the International Union strongly urges upon its subordinate bodies the necessity of providing in their respective "orders of business" for the discussion of the various phases of the labor question and other matters of public moment having a direct bearing upon the welfare of wage earners.

2. That it is not contrary to the policy of the International Union for our members to refuse to patronize an establishment which has been declared unfair, even though said establishment employs in part union men.

3. Recognizing each man's natural, unquestionable, inalienable right to vote on laws that govern and restrict him, the International Union declares itself in favor of embodying in each state constitution a clause providing that whenever a certain number of voters petition for a specified amendment to such constitution, the amendment shall be submitted to a vote of the people, and if a majority of the voters favor it, it shall become part of the constitution; and the International urges subordinate typographical unions to take like action, and to assist in efforts for the adoption of such constitutional amendments.

4. That it is not contrary to the laws of the International Union for typefounders who are members of the International Union to operate typesetting machines, "other than linotype machines," in composing rooms: *Provided*, Any typefounder so employed deposits his card with the local typographical union.

5. That the local unions of the International Union in the various states and municipalities renew their efforts for the establishment of state and municipal printing offices under the jurisdiction of local unions of the International Union.

6. That so far as possible all subordinate organiza-

and that equal wages shall be paid for the
to both sexes in any union office. Recognizing
ustrial evolution has driven women in ever
umbers into the trades and professions until
stitute a large percentage of the wage earners
ountry, we believe they should have the same
ote as men for the better defense of their
osition.

8. That the International Union strongly recom
at subordinate unions commence the accumu
defense fund of \$10 per capita, to be provided
anner as the local unions may elect.

9. That subordinate unions, in entering into
ents, are instructed to secure the eight-hour v
ference to the forty-eight hour week, or a
at permits of the time gained being deducted fr
e day, to the end that the spirit of the shorte
y movement may be observed, and more wo
buted among the book and job men not regula
yed.

10. The International Union emphatically c
action of the various subordinate unions
es place all composing room employes on ar

. The International Union will use its in
energy in discouraging the use of schoo
manufactured and published by the Ameri

cigars, or who patronizes any cigar stand which sells said cigars or displays their advertisements.

13. That the International Union considers it good policy for local unions to provide opportunity for their members to learn the operations of typesetting machines by the union's purchase or rental thereof, or by such other arrangement as is compatible with union policy.

14. The International Union, in convention assembled, hereby gives its most cordial endorsement to the International Woman's Auxiliary, and urges all delegates and members of subordinate unions to lend every encouragement to the women in their undertaking.

15. That, as there are a large number of secret and fraternal organizations that do not use the union label on their printing, members of subordinate unions request organizations of which they are members to have the union label appear on all printed matter, and members are urged to refrain from joining organizations which do not recognize said label.

16. The International Union renews its demand that the label shall appear upon all text books used in the public schools, and subordinate unions are directed to appoint committees to work under the direction and in conjunction with the label committee on text books of the International Union; and that the President be and is hereby instructed to appoint a committee of five members, to be known as the label committee on text books, such committee to serve without compensation, and its duties to be confined solely to advancing the interests of the union label on school books.

17. That the laws of the International Typographical Union being made for the guidance and government of its members, said laws shall be enforced to the letter.

18. That subordinate unions be urged to set apart, and observe with suitable ceremonies, a day to be known as Typographical Memorial day, on which day the graves of all departed union printers may be decorated, and such other services held as may be appropriate to the occasion.

CHARTER.

NOW ALL MEN BY THESE PRESENTS: That w
Donath, of the city of Washington, in the D
olumbia; John D. Vaughan, of the city of D
the state of Colorado; William S. McClevey,
of Indianapolis, in the state of Indiana; Ja
ey, of the city of Philadelphia, in the st
nsylvania; Edward T. Plank, of the city o
cisco, in the state of California; Columbus H
city of Washington, in the District of Col
k S. Pelton, of the city of Chicago, in the st
ois; Amos J. Cummings, of the city of New
the state of New York; William Aimison, of t
Nashville, in the state of Tennessee; Willia
, of the city of Toronto, in the Dominion o
Will Lambert, of the city of Houston, in th
Texas; and James G. Woodward and Geor
gan, both of the city of Atlanta, in the st
gia, being all and the survivors of all the me
original incorporators of The Union Pr
e, a corporation organized heretofore, to w
twenty-fourth day of September, A. D. 1890,
in accordance with the laws of the state of
providing for the organization of corporatio
profitable purposes, do hereby make, execu

alter and amend the articles of incorporation of said The Union Printers' Home, to the end that its objects shall be more fully defined and its purposes more economically and prudentially executed and administered as that:

First—The corporate name and style of the corporation shall be The Union Printers' Home.

Second—The objects and purposes for which said corporation is formed are to provide and maintain a home for afflicted and aged and infirm union printers, and to procure and furnish such means, care and attention as may be required for the comfort and treatment of persons domiciled at said Union Printers' Home, reserving to the Board of Trustees thereof the management and control of said Union Printers' Home and the power to exclude therefrom persons suffering from such diseases as said Board of Trustees may deem it inexpedient to admit, contemplating the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printers.

Third—The membership of said corporation shall at no time exceed seven. No person shall be eligible to membership therein except members in good standing of the International Typographical Union. The eligibility of candidates for membership in this corporation shall be determined by the members thereof at their annual meetings, or at any other meeting called for that purpose: *Provided, however,* That no candidate shall be considered except he shall have been recommended by the International Typographical Union, and in considering such candidate priority shall be given in the inverse order of the recommendations. Existing vacancies in the membership, whether caused by death, resignation or otherwise, shall be filled at the meeting of members first succeeding the occurrence of such vacancy.

Fourth—The prudential affairs of said corporation

Sixth—The names of the members of said Board of Trustees who have been selected to act as such during the first year of the existence of said corporation under these amended articles of incorporation are: August Donath, James J. Dailey, Edward T. Plank, Frank S. Pelton, William S. McClevey, Columbus Hall and James G. Woodward.

IN TESTIMONY WHEREOF, We have hereunto set our hands and seals this 19th day of April, A. D. 1892.

	AUGUST DONATH,	[Seal]
	JOHN D. VAUGHAN,	[Seal]
	WILLIAM S. MCCLEVEY,	[Seal]
	JAMES J. DAILEY,	[Seal]
	EDWARD T. PLANK,	[Seal]
<i>Signed, sealed and</i>	COLUMBUS HALL,	[Seal]
<i>delivered in pres-</i>	FRANK S. PELTON,	[Seal]
<i>ence of:</i>	AMOS J. CUMMINGS,	[Seal]
	WILLIAM AIMISON,	[Seal]
	W. H. PARR,	[Seal]
	WILL LAMBERT,	[Seal]
	JAMES G. WOODWARD,	[Seal]
	GEORGE W. MORGAN,	[Seal]

members shall be and are: August
Dailey, Frank S. Pelton, Edward T.
Clevey, Columbus Hall, James G. W.

Sixth—The names of the member
Trustees who have been selected to
the first year of the existence of said
these amended articles of incorpora
Donath, James J. Dailey, Edward T.
Pelton, William S. McClevey, Co
James G. Woodward.

IN TESTIMONY WHEREOF, We have
hands and seals this 19th day of April

AUGUST DONATH

JOHN D. VAUGHN

WILLIAM S. MC

JAMES J. DAILEY

EDWARD T. PLAN

COLUMBUS HALL,

FRANK S. PELTON

AMOS J. CUMMIN

WILLIAM AIMISO

W. H. PARR,

WILL LAMBERT,

JAMES G. WOODWARD

GEORGE W. MORGAN

*Signed, sealed and
delivered in pres-
ence of:*

CONSTITUTION.

ARTICLE I.

The name of this corporation is THE UNION PRINTERS' HOME.

ARTICLE II.

This corporation is formed to provide and maintain a home for invalid and aged and infirm members in good standing of the International Typographical Union of North America, a voluntary association (unincorporated) whose principal office is located at the city of Indianapolis, in the state of Indiana, and to procure and furnish such means, care and attention as may be required for the comfort and treatment of persons domiciled at said Union Printers' Home, reserving to the Board of Trustees thereof the power to exclude therefrom persons suffering from such diseases as such Board of Trustees may deem it inexpedient to admit, contemplating the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printers.

ARTICLE III.

The domicile of this corporation shall be at the Home by it maintained at the city of Colorado Springs, in the state of Colorado, but its principal executive office shall be at the city of Indianapolis, in the state of Indiana.

ARTICLE IV.

This corporation shall have a perpetual existence.

ARTICLE V.

The membership of said corporation shall at no time exceed seven. No person shall be eligible either to

ARTICLE IV.—MEMBERSHIP.

SECTION 1. It shall be the duty of each of the corporation to preserve his good standing in the International Typographical Union, America, a voluntary association formed whose principal office is located at the city of New York, in the state of New York, to comply with its regulations, and to discharge faithfully and diligently therein, for as much as this is sustained by the members of that union, as much as the objects and purposes of the two are similar in this, to wit: That each contemplate promotion of vice and immorality, the advance skill, order and health, and the promotion of art and happiness among and in the craft of print.

SEC. 2. Any member of this corporation, who have ceased to be a member in good standing International Typographical Union, or who otherwise become liable to expulsion from this Union, shall forthwith, upon the occurrence of a vacancy, be notified in writing of that fact by the officers of the corporation, or if he be disqualified to act, then by any member of the Board of Trustees. Such notice shall call for the resignation of such delinquent member. If the

trol of the affairs of said corporation not herein provided for shall be prescribed by the By-Laws.

ARTICLE VIII.

No alterations or amendments shall be made in this Constitution except at a regular meeting of the members or at a special meeting called for that purpose, and after one month's notice in writing has been given to each member of the substance of the proposed change. No change shall be made except by a two-thirds vote of any competent meeting, at which a quorum is present in person or by proxy.

which I may be called on to perform as a member of said corporation at the expiration of my term of membership under to said corporation my resignation as a member and will surrender to said corporation at once all property, rights and things in it held in my possession or under my control; that during my incumbency in any office or position of said corporation I will, when called upon as to a authorized officer or agent, make a detailed statement of the condition of any or all matters in my hands under my control, and that I will furnish evidence within my power for the verification of such statement the inspection of books and papers, or other way may be required.

Any breach of this obligation shall be deemed to be a breach of trust, and for any damage sustained thereby by said corporation or any person interested in the same, I will be held liable, and judgment may be taken against me in any competent jurisdiction, collectible with attorney's fees and without the benefit of exemption and with or without valuation or appraisement laws.

Before me in and for the county of personally came the above named and voluntarily made and subscribed the foregoing obligation.

linquent member upon being so notified shall answer that the charges against him are not true or that he refuses to resign, then he may be expelled from membership as hereinafter provided.

SEC. 3. Expulsion of a member shall be by a two-thirds vote of any regular meeting, or any special meeting called for that purpose, at which a quorum of the members is present in person or by proxy. Any member who believes that any other member has by misconduct become liable to expulsion shall, as a privileged communication, report in writing his reasons for such belief to the Secretary, or if the Secretary be the person who is so delinquent, then to the several members. If the Secretary, or otherwise a majority of the members, deem the reasons so stated sufficient to warrant an investigation, the person so accused shall be notified of the substance of the charges made, and shall be requested to resign, or, upon refusal, to be prepared to make his defense against the charges at a time and place to be in said notice named: *Provided, however,* That thirty days' time be given between the filing of charges and the investigation thereof. At such meeting the charges made and the answer of the accused shall be fully investigated. Upon the conclusion of such investigation a vote shall be taken on the question, "Have the charges made been sustained?" If the requisite vote be cast in the affirmative, the accused shall thereby be deemed expelled. The proceedings of meetings as to the expulsion of members shall be strictly private and all communications made thereat shall be privileged.

SEC. 4. Each person upon his election to membership in this corporation, and as a condition precedent to his competency to enter upon the discharge of his duties as such, shall appear before some person qualified by law to administer oaths, and make and subscribe to the following obligation, to wit:

*I,, of the city of
in the state of, do solemnly swear that*



shall, upon receipt thereof, issue to such member a certificate of membership, which shall entitle the person therein named to assume the duties of membership in said corporation.

ARTICLE II.—MEETINGS.

SECTION 1. The fiscal year of the corporation shall end annually on the first Saturday after the first Monday in November, and on that day the annual meeting of the members shall be held at such hour as shall be named in the notice thereof. Such meetings shall be held for the purpose of receiving and acting on the annual reports of officers, of electing new members and officers and of transacting such other business as may properly come before the meeting.

SEC. 2. Special meetings of the members may be called at any time by the President, or by any three members, on thirty days' notice in writing being given to each member. A copy of such notice, mailed to each member at his place of residence, as shown by the Secretary's books, shall be deemed sufficient notice. The notice of call of each meeting, except regular meetings, shall state the substance of such business as may come before said meeting, and no business shall be transacted at such special meeting except it shall have been so stated.

SEC. 3. All votes shall be by ballot.

SEC. 4. At meetings of the members the order of business shall be as follows:

First—Roll call of (1) officers and (2) members.

Second—Reading and correcting minutes of last meeting.

Third—Communications.

Fourth—Reports of officers.

Fifth—Reports of standing committees.

Sixth—Reports of special committees.

Seventh—Unfinished business.

Eighth—New business.

5. The Board of Trustees of the Union Printers' Home Fund shall meet annually at the Union Printers' Home Fund, Colorado Springs, Colorado, on such date as may be determined, all expenses of said meeting to be defrayed from the Union Printers' Home Fund. The mode of conducting the meetings of the Union Printers' Home Fund shall govern in the meetings of the Board of Trustees and all committees in so far as the same may be applicable.

ARTICLE III.—OFFICERS.

SECTION 1. There shall be elected by the members of the Union Printers' Home Fund a Board of Trustees of seven members who shall manage the prudential affairs of the corporation and be the supreme authority in all matters of the corporation. At the first election three of said Trustees shall be elected for the term of one year, two for two years and two for three years. As said terms respectively expire, successors shall be elected for the same term, except in cases of filling an unexpected vacancy, then the election shall be for such time as the incumbent would have served. Said Board shall organize by electing annually a President, a Vice-President, and a Secretary-Treasurer, who shall hold their respective offices until their successors are elected and qualified.

PRESIDENT.

of the members; and to see that all property of the corporation or in its control is properly cared for. He shall appoint all committees and shall be *ex officio* a member thereof. He may suspend any officer or agent of the corporation, pending action of the Board of Trustees or of the members, as the case may be, if in his judgment, the welfare of the corporation requires such action. He shall annually appoint the following standing committees of the Board of Trustees, to consist of three members each: Finance, Admission and Rules, and one member of the Executive Committee, who, with the President and Secretary-Treasurer, shall constitute that committee. He shall do all such other acts as are ordinarily incumbent upon the chief executive officer of a corporation.

VICE-PRESIDENT.

SEC. 3. In the event of the death or resignation of the President, or his inability or failure to perform his duties, the Vice-President shall perform all the duties and have all the powers of the President.

SECRETARY-TREASURER.

SEC. 4. The Secretary-Treasurer shall keep the records of the corporation. He shall record in books kept for that purpose the names and postoffice addresses of the members of the corporation, the dates on which they were respectively elected, the names of officers and committees and the proceedings of meetings of the members and the board. The Secretary-Treasurer shall have the custody of all moneys belonging to the corporation and of all certificates of loan or other evidences of investments, which he shall exhibit once a year, or oftener, if required by the President or by the Board of Trustees; he shall deposit all funds in some responsible bank or banks, in the name of the corporation, said account to be subject to his order as Secretary-Treasurer, and shall procure interest thereon when possible and

President, he shall give a bond to the corporation in the sum of \$10,000, and shall, as to each separate fund or property in trust by the corporation, give a bond to a Board of Trustees, as trustees for such fund or property, in such sum as the instrument creating such fund or property may direct. All bonds shall be conditioned for the faithful performance of his duties. The Secretary shall also furnish the Board with a statement of receipts and disbursements, and shall publish the same each month in The Typographer. He shall perform such other duties as are lawfully incumbent upon the secretary-treasurer of a corporation or board of trustees.

EXECUTIVE COMMITTEE.

Sec. 5. The Executive Committee shall have power to do any act relating to the affairs of the corporation which the Board of Trustees could lawfully do, and which the Board of Trustees may entrust to said committee, any such trust then or then, and may adjourn from time to time, and may do all such acts and things as it thinks proper for carrying into effect the purposes of its appointment.

FINANCE COMMITTEE.

Sec. 6. The Finance Committee shall audit the accounts and shall in writing report upon the same to the Board of Trustees at all contemplated opportunities of

place under the control of this corporation, examine the qualifications of the applicant, and if such person be ineligible in the opinion of the committee, the application shall be rejected, but the right of appeal shall lie to the Board of Trustees from any decision of the committee: *Provided, however,* That in case of emergency, the President of the corporation may, on proper showing, admit an applicant to any institution or place under the control of the corporation, pending investigation by the committee.

COMMITTEE ON RULES.

SEC. 8. The Committee on Rules shall have the powers and perform the duties ordinarily incumbent upon judiciary committees. It shall act co-ordinately with the Solicitor of the corporation in all matters referred to it by the President or Board of Trustees, or any other committee thereof. It shall prescribe the rules for the government of servants of the corporation and for the conduct and behavior of persons admitted to any institution or place under the control of the corporation.

ARTICLE IV.—SERVANTS OF THE CORPORATION.

SECTION 1. The President shall, with the concurrence of the Board of Trustees, appoint a Superintendent and Matron for each institution under the management and control of the corporation, who shall reside upon the premises and who shall not be discharged except for cause and with the concurrence of the Board of Trustees. The Superintendent shall purchase all supplies needed by the institution and shall keep an account thereof; he shall make a detailed report each month to the Finance Committee. The Matron shall have charge of the household duties of the Home; she shall procure all needed supplies from the Superintendent, keeping a correct account thereof and reporting monthly to the Finance Committee. The compensation of the Super-

stitution under the management and control of the corporation shall be made in writing, setting forth the name, age and residence of the applicant, and such other information as the Committee on Admission may require, contemplating the competency of such person to receive the benefits and resources of the fund or trust to which his application is directed. All nominations shall be received by the Secretary and recorded in the order of presentation in a book kept for that purpose. Each application shall be referred upon receipt to the Committee on Admission, upon whose favorable report the application shall be accepted and the applicant admitted.

Sec. 2. Each candidate for admission shall make application through the subordinate union of said International Typographical Union of which the applicant may be a member in good standing. Each application shall be endorsed by the president and secretary of the subordinate union to which the candidate belongs, and the seal of the union shall be attached thereto. In special cases, the facts on which summary action should be taken may be stated in the application, and upon receipt of such application, it shall be forthwith referred to the President, who shall, if in his judgment an emergency exists, admit the applicant forthwith and pending the action of the Committee on Admission.

TITLE VI.—REORGANIZATION OF THE CORPORATION

Printers' Home, as organized on the 24th day of September, A. D. 1890, which resolution was as follows, to wit:

WHEREAS, It has been reported to this corporation by its Solicitor that a reorganization is requisite in order to accomplish more readily and economically the purposes for which the corporation was formed; and,

WHEREAS, It is desirable that this corporation be competent to execute trusts consistent with its own purposes; therefore, be it

Resolved, That steps be taken forthwith to reorganize this corporation, to the ends following, to wit:

First—That the number of members of the corporation be reduced from thirteen to seven.

Second—That a Board of Trustees be created with power to manage and control the prudential affairs of the corporation, and with authority to delegate duties to competent committees to the end that the administration of the affairs of the corporation may be attended with less expense.

Third—That the corporation be made competent to accept and execute trusts consistent with its own purposes.

Fourth—That such other functions and duties may be defined and assumed as are consistent with the general design of the corporation, and as were contemplated in its original organization, but defectively provided for; and

WHEREAS, At the time of said reorganization and as a means of effecting the same, the following named persons resigned their membership therein and released and surrendered all their rights, privileges, benefits and advantages thereunto appertaining, to wit: John D. Vaughan, Amos J. Cummings, George W. Morgan, Will Lambert, William Aimison, William H. Parr.

Now, **THEREFORE**, Be it resolved and enacted as a by-law of this corporation, that all the acts of and essential to said reorganization, on the part of said John D.

and parties on account of such reorganization be and the same are hereby assumed by this corporation.

ARTICLE VII.—THE HOME AT COLORADO SPRINGS.

HEREAS, The members of the International Typographical Union of North America have, by their individual efforts and with their separate means procured for the required site therefor, and the erection and construction at Colorado Springs, in the state of Colorado, of an institution or home for invalid and aged and infirm members, in good standing, of the said International Typographical Union; and

HEREAS, The said members have in like manner and by like means provided an endowment for said institution or home, by which the same may be maintained and supported; and

HEREAS, The objects and purposes of said International Typographical Union and of this corporation are and alike in this, to wit: That each contemplate the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printers; and

HEREAS, This corporation is supported and maintained by the members of said International Typographical Union; and

HEREAS, Said institution or Union Printers' Home at Colorado Springs is now completed and ready for occupancy and the equitable title thereto is vested in

said union, who are of great number and widely scattered over the United States and Canada, it has been proposed that this corporation take in trust for said members the title to said Home.

Now, THEREFORE, Be it resolved and enacted as a by-law of this corporation, that the deed of trust for said land, executed on the 17th day of May, A. D. 1892, to this corporation be, and the same is hereby accepted, and this corporation, pursuant of such acceptance, undertakes to act as trustee in carrying out the trust by said deed created and which is expressed in the words and figures following, to wit:

"THIS DEED, Made this seventeenth day of May, in the year of our Lord one thousand eight hundred and ninety-two, between Edward T. Plank, William S. McClevey and Columbus Hall, as trustees for the International Typographical Union of North America, a voluntary association (unincorporated), whose principal office is located at the city of Indianapolis, in the state of Indiana, parties of the first part, and the Union Printers' Home, a corporation organized under and by virtue of the laws of the state of Colorado providing for the organization of corporations for non-profitable purposes, party of the second part.

"*Witnesseth*, That the said parties of the first part, by virtue of the authority in them confided as said trustees, and in consideration of the conditions and the trust and confidence hereinafter recited, defined and declared.

"Have granted, bargained, sold and conveyed and by these presents do grant, bargain, sell and convey and confirm unto the said party of the second part as said trustee, to successors and assigns forever, all the following described lots and parcels of land situate, lying and being in the county of El Paso, in the state of Colorado, to wit: The west half of the southwest quarter of section sixteen (16), township fourteen (14) south, range sixty-six (66) west, containing eighty (80) acres, more

THE PRINTERS' HOME.

These could be more economically
 secured by said The Union Printers'
 members of said International Typo-
 graphic Union of great number and widely
 distributed in the United States and Canada.

To obtain and secure these desir-
 able for their purpose, this deed of con-
 veyance in said corporation, as trust-
 ees of said real estate:

The funds provided by the said
 International Union of North America
 and part shall supply said insti-
 tution and suitable furniture, ap-
 pears needful to carry the gen-
 eral execution.

Such suitable furniture, appa-
 ratus and other things to carry into execution
 the unexpended residue
 of said International Typo-
 graphic Union, issues and profits
 of business, issues and profits
 shall or lease of any part of
 be applied to maintaining
 according to the directions

of the second part
 of said deed, the Treasurer
 of said corporation his
 salary of \$25,000,
 conditioned upon
 such Treasurer
 of this trust which
 shall be exe-
 cuted in the state of Colo-
 rado to said laws.
 in like manner
 That the

have bargained premises with the hereditaments appurtenant.

To have and to hold the said premises above said and described with the assurances unto him in the second part of said trustees, its successors and assigns forever.

Witnessed before me And this conveyance is made in witness whereof of the performance of the said covenants herein and hereby declared, as full and complete.

Witness. The members of the said International Typographical Union of North America have by their duly elected and with their separate members the above described and to-wit, and the said International Typographical Union of North America have in the said members in good and lawful manner.

Witness. The said members have in the manner by the means provided in and under the said charter of home by which the same may be maintained, supported, and

Witness. The objects and purposes of said International Typographical Union are of such grantee as to the United Printers' Home, are similar and tend to wit: That each contribute the support and maintenance, the advancement of skill, of health, and the promotion of industry and

"WHEREAS, Said Home could be more economically and prudently managed by said The Union Printers' Home than by the members of said International Typographical Union, who are of great number and widely scattered over the United States and Canada.

"NOW, THEREFORE, To obtain and secure these desirable ends, and for no other purpose, this deed of conveyance is executed, vesting in said corporation, as trustee, the title of and to said real estate:

"*First*—Out of and with funds provided by the said International Typographical Union of North America the said party of the second part shall supply said institution or home with plain and suitable furniture, apparatus and all other matters needful to carry the general design of this trust into execution.

"*Second*—After said institution or home shall have been supplied with plain and suitable furniture, apparatus and all other matters needful to carry into execution the general design of this trust, the unexpended residue of the endowment provided by said International Typographical Union and the income, issues and profits thereof, together with any incomes, issues and profits arising from and out of the sale or lease of any part of the above described land shall be applied to maintaining the said institution or home according to the directions herein.

"*Third*—Forthwith upon said party of the second part entering into possession under this deed, the Treasurer of said corporation shall execute to said corporation his good and sufficient bond in the penal sum of \$25,000, lawful moneys of the United States, conditioned upon the faithful performance of his duties as such Treasurer in caring for the funds and property of this trust which may come into his possession. Such bond shall be executed in compliance with the laws of the state of Colorado and shall be construed according to said laws. Annually thereafter said Treasurer shall in like manner execute a similar bond: *Provided, however, That* :

ended opening shall be given.

"*Fifth*—A competent number of officers, and surgeons, nurses, servants, and other agents shall be selected, and when needful the sum time to time be supplied. They shall receive compensation for their services; but no one shall be employed who shall not be of tried ability in her proper department, of established morality, and in all cases persons shall be chosen on the basis of their merits and not through intrigue or favoritism, *however*. Nothing herein shall prevent any person from rendering gratuitous service as he may be able and so render.

"*Sixth*—As many invalid and aged and infirm members of said International Typographical Union as the endowment shall be adequate to maintain in said Home, shall be introduced into the Home as soon as possible, and from time as there may be vacancies or as increase of income may warrant others shall be introduced.

"*Seventh*—On the application for admission a full and true statement shall be taken in a book prepared for the purpose, of the name, birthplace, age, health, occupation as to relations, place from which sent, and other particulars useful to be known of each person admitted.

"*Eighth*—No person shall be admitted as an

facts presented in the application for admission. *Provided, however,* That in case of emergency, the President of the corporation may, on proper showing of urgency, admit an applicant to said Union Printers' Home, pending investigation of the eligibility of said applicant to share the bounty of this trust: *And provided, further,* That the power be and it is hereby reserved to the Board of Trustees of said The Union Printers' Home to exclude therefrom persons suffering from such diseases as said Board may deem it inexpedient to admit, contemplating the suppression of vice and immorality, the advancement of skill, order and health, and the promotion of industry and happiness among and in the craft of printers.

*"Ninth—*Those persons whose admission application shall first be made shall be first introduced, all other things concurring, and at all future times priority of applications shall entitle the applicant to preference in admission, all other things concurring; but if there shall be at any time more applicants than vacancies, and the applicants be suffering from different afflictions, or be of different degrees of infirmity, then a preference shall be given (1) to the afflicted as against the infirm; (2) to those of the afflicted to whom the greatest probable good can be done by admission as against those to whom a less degree of good is probable; and (3) to those of the infirm whose infirmity is greatest. In all things it shall be the duty of said trustee, its officers and servants in the administration of the affairs of this trust to contemplate doing the greatest good with the resources at hand to the end that the welfare of this trust shall be conserved, and that the Home shall become and be an example worthy of emulation on the behalf of other crafts and orders.

*"Tenth—*The persons admitted into said Union Printers' Home shall be there fed with plain but wholesome food, clothed with plain but decent apparel (no distinctive dress ever to be worn) and lodged in a plain but

its respects. In this behalf much may be done by the Board of Trustees of said corporation in the layout, topography and character of the grounds of the Home, and it is recommended without being mandated by said Board, that landscape gardening, or other work of this vocation, be undertaken on said grounds to provide for exercise and recreation to the persons domiciled at the Home. But no task or duty shall ever be imposed upon the Home in the guise of exercise or recreation on any person domiciled at the Home, nor shall any inmate, officer or servant of said Union Printers' Home be permitted to engage in any money-making scheme or act in connection with the real property of said Union Printers' Home: *Provided, however, Nothing herein shall be construed as to alter the effect of* upon the clause of lease or sale hereinafter.

"Eleventh—No charge, tax, fee or assessment shall ever be made, levied or collected from any person domiciled at said Union Printers' Home. Its lands shall be unpurchasable; its charity shall be perpetual and without price: Provided, however, That nothing herein contained shall be construed to prohibit any person from making to said Union Printers' Home any voluntary or unqualified donation.

"Twelfth—No duty shall be required of any person of said Union Printers' Home except the duty of good behavior and compliance with such rules, regulations, discipline and administration of said Union Printers' Home as may be from time to time adopted by the Board of Trustees of said corporation.

"Thirteenth—Should it unfortunately happen that any person admitted to said Union Printers' Home shall, from misconduct, have become unfit longer to remain, and mild means of reformation prove futile, such person shall be expelled therefrom.

"Fourteenth—The death of any inmate of said Union Printers' Home shall forthwith, upon its occurrence, be communicated by telegraph to the President of said International Typographical Union, and the remains of the deceased shall, for a proper length of time, be held waiting the order of said President. But if no response be had within a proper time from said President, then the remains shall be interred in a part of the grounds of said Union Printers' Home which shall have been set apart for that purpose. In the burial of its unclaimed dead, the Union Printers' Home shall provide a plain but neat robe and other essential garments, and a plain but neat casket, with such auxiliaries as may be requisite. Each grave shall be appropriately marked with a plain marble headstone, bearing the name of the deceased. The date of each death, the cause thereof, the duration of illness, the time given for answer from the notice of death sent to the President of said International Typographical Union, the place of burial, the cost of burial, and other particulars useful to be known shall be recorded in a book kept for that purpose: *Provided, however,* That should the Board of Trustees of said corporation, or the civil authorities having jurisdiction thereof, deem it not advisable to set apart any portion of the grounds of said Union Printers' Home for cemetery purposes, or if after such cemetery has been established, either said Board or said civil authorities shall deem it expedient to abate such cemetery, said Board of Trustees may, out of the funds of this trust remaining unexpended, procure other suitable place of burial, and in so doing extravagance shall be avoided, to the end

that the greatest possible amount of the funds of the trust shall be preserved for the care of the living.

"Fifteenth—If at any time the Board of Trustees of said The Union Printers' Home find it to be impracticable and inconsistent with the objects and purposes of this trust to maintain as a part of the grounds of said Union Printers' Home so large a tract of land as the hereinbefore described, then they may lease or sell and dispose of any part of said land not exceeding sixty acres, as they may deem expedient: *Provided, always*, That the rents, issues and profits of any lease, sale or disposition of property so made shall be forthwith and wholly turned over to the Treasurer of said The Union Printers' Home, to be applied to the same uses and purposes as are herein declared of and concerning said trust generally. If the sale of said sixty acres, hereinbefore mentioned, shall have been made, and thereafter it shall be by said Board of Trustees found impracticable, on account of any particular circumstances of the location of said Union Printers' Home, or the failure of endowment, or other sufficient reason, longer to maintain said Union Printers' Home, then said Board of Trustees may sell and dispose of the remainder of said land, and the building and structures thereon, as they may deem expedient: *Provided, always*, That the issues and profits of such second sale or disposition of property so made shall be forthwith and wholly turned over and surrendered to the Treasurer of said International Typographical Union to be thereafter used as said Union may direct. Any deed made by said Board of Trustees pursuant of the authority herein conferred, shall contain a covenant of general warranty.

"Sixteenth—None of the moneys, principal, interest or dividends, and none of the property of said trust or the rents, issues, or profits thereof, or acquired or arising by virtue of or incident to said trust or the administration thereof, shall ever be applied to any other pur-



pose or purposes whatever than those herein mentioned and appointed.

"Seventeenth—Separate accounts, distinct from the other accounts of the corporation, shall be kept by said corporation concerning the said trust, Home and funds, and of the investment and application thereof, and a separate account or accounts be kept in bank not blended with any other account, so that it may at all times appear on examination that the objects of this trust have been and are being fully complied with. And the said corporation shall render a detailed account annually to the said International Typographical Union at the commencement of its convention concerning the said trust, Home and funds, and shall submit all their books, papers and accounts touching the same to a committee of said International Typographical Union for examination when the same shall be required.

"Eighteenth—It shall be the duty of said Trustees to defend the title at law in case of any suit brought respecting the title to the real estate hereinbefore described; give notice, if it may be useful or practicable, of any such suit to the said International Typographical Union, or its proper officers; keep the trust property insured in good companies, using trust funds therefor; pay out of the funds provided all taxes, charges and assessments; afford accurate information to said International Typographical Union of the condition and disposition of the trust property; if not possessed of all proper information to seek for and, if practicable, obtain it; manage the Union Printers' Home and care for the inmates thereof according to the intent and general design of this trust, and contemplating the purposes (1) for which said Union Printers' Home was established and endowed, and (2) considering the mutuality of purpose which exists in the purposes of said Union Printers' Home and said International Typographical Union, to wit: That each contemplates the su

...ingly and wilfully
then and thereupon the
leal Union, by its officer
authorized and appointed
to enter upon said land a
lute and unconditional ow

"And the said parties of
their heirs, executors and
grant, bargain and agree to
the second part, its success
time of the en sealing and
they are well seized of the
of good, sure, perfect, absol
of inheritance in law, in fe
right, full power and lawful a
sell and convey the same in m
and that the same is free and c
other grants, bargains, sales,
and incumbrances of whatever
and the above bargained pren
peaceable possession of the said
as trustee, its successors and a
every person or persons lawfully
the whole or any part thereof, t
first part shall and will warrant a

"In witness whereof, the said E
liam S. McClevey and Columbus
the International r

the state of Indiana, have hereunto set their hands and seals the day and year above written.

"EDWARD T. PLANK, [Seal.]

"WILLIAM S. McCLEVEY, [Seal.]

"COLUMBUS HALL. [Seal.]

"As Trustees for the International Typographical Union of North America, a voluntary association (unincorporated), whose principal office is located at the city of Indianapolis, in the state of Indiana."

STATE OF CALIFORNIA,
CITY AND COUNTY OF SAN FRANCISCO, SS.

I, Charles D. Wheat, a notary public, in and for said city and county in the state aforesaid, do hereby certify that Edward T. Plank, personally known to me to be the person whose name is subscribed to the annexed and foregoing deed, appeared before me this day in person and acknowledged that he made, signed, sealed and delivered the said instrument of writing as his free and voluntary act for the uses and purposes therein set forth.

Given under my hand and seal this 17th day of May,
A. D. 1892.

My commission expires May 17, 1893.

[SEAL.]

CHARLES D. WHEAT.

Notary Public in and for the City and County of San Francisco, State of California.

STATE OF CALIFORNIA,
CITY AND COUNTY OF SAN FRANCISCO, SS.

I, William J. Blattner, county clerk of the city and county of San Francisco, state of California, and *ex officio* clerk of the Superior Court thereof (which court is a court of record, having a seal), do hereby certify that Charles D. Wheat, whose name is subscribed to the certificate or proof of acknowledgment of the annexed instrument, and therein written, was, at the time of taking such proof or acknowledgment a notary public in and for said city and county, duly commissioned and

qualified, and authorized by law to take the same, and full faith and credit are due to all his official acts as such notary. And I do further certify that I am well acquainted with the handwriting of the said notary, and verily believe that the signature to the said certificate or proof of acknowledgment is genuine, and that said instrument is executed and acknowledged in accordance with the laws of the state of California.

In witness whereof, I have hereunto set my hand and affixed the seal of the said Superior Court, at my office in said city and county, this 17th day of May, A. D. 1892.

[SEAL.]

WILLIAM J. BLATTNER,

County Clerk and ex officio Clerk of the Superior Court.

STATE OF INDIANA,

COUNTY OF MARION, SS.

I, William V. Rooker, a notary public in and for said county, in the state aforesaid, do hereby certify that William S. McClevey, personally known to me to be the person whose name is subscribed to the annexed and foregoing deed, appeared before me this day in person and acknowledged that he made, signed, sealed and delivered the said instrument of writing as his free and voluntary act for the uses and purposes therein set forth.

Given under my hand and seal this 13th day of October, A. D. 1892.

My commission expires the 16th day of March, A. D. 1893.

WILLIAM V. ROOKER,

[SEAL.]

Notary Public.

STATE OF INDIANA,

COUNTY OF MARION, SS.

I, John R. Wilson, clerk of the county of Marion, in the state of Indiana, and also the clerk of the Circuit Court within and for said county and state, the same being a court of record and having a seal, do hereby certify that William V. Rooker, whose name is sub-

mitted to the acknowledgment to the annexed instrument, was, at the time of taking such acknowledgment, acting notary public within and for the county aforesaid, duly commissioned and qualified, and authorized by the laws of the state of Indiana to take and certify the same, as well as take and certify all affidavits, and the acknowledgment and proof of deeds or conveyances, and all other instruments of writing.

And further, that I am well acquainted with the handwriting of said William V. Rooker, and verily believe that the signature to said certificate, proof of acknowledgment, or jurat, is genuine, and that said instrument is executed and acknowledged according to the laws of the state of Indiana.

In testimony whereof, I have hereunto set my hand and affixed the seal of the court and county, at Indianapolis, Ind., this 13th day of October, A. D. 1892.

[SEAL.]

JOHN R. WILSON,
Clerk.

CITY OF WASHINGTON,

DISTRICT OF COLUMBIA, ss.

I, Chas. S. Shreve, a notary public in and for the city and district aforesaid, do hereby certify that Columbus Hall, personally known to me to be the person whose name is subscribed to the annexed and foregoing deed, appeared before me this day in person and acknowledged that he made, signed, sealed and delivered the said instrument of writing as his free and voluntary act, for the uses and purposes therein set forth.

Given under my hand and seal this 7th day of July, A. D. 1892.

My commission expires February 20, 1895.

[SEAL.]

CHAS. S. SHREVE,
Notary Public, D. C.

DISTRICT OF COLUMBIA, ss.

I, J. R. Young, clerk of the Supreme Court of the District of Columbia, said court being a court of record and of law, do hereby certify that at the date of the an-

wledgment is his true and genuine signature.
given under my hand and the seal of the Supreme
Court of the District of Columbia this 7th day of Ju
ly, 1892. J. R. YOUNG,
Chief Justice of the Supreme Court of the District of Columbia
[SEAL.] By L. P. WILLIAMS,
Assistant Clerk

ARTICLE VIII.

These By-Laws may be altered or amended, with the exception of Articles VI and VII, which are irrevocable by the Board of Trustees. Proposed amendments shall be submitted in writing by the Secretary to the members of the Board, who shall each submit his vote in writing to the President, who, upon inspecting the same, shall forward it to the Secretary for preservation among the records of the corporation. If two-thirds of the Trustees are in favor of the amendment the President shall direct the Secretary to make such change in the By-Laws.

RESOLUTIONS.

1. Where applicants are admitted to the Union Printers' Home the expense of transportation shall be defrayed by the local typographical union, when the applicant is unable to pay the same.—*Proceedings 1894, page 41.*

2. The Committee on Admissions is instructed to exclude persons suffering from tuberculosis in the last stage and from infectious and contagious diseases.—*Proceedings 1894, page 41.*

3. The Board of Trustees is hereby authorized to appropriate from the Home fund, upon proper application of the Superintendent, an amount equal to railroad fare from the place where application was made for admission to the Home; said amount to be expended by the Superintendent in purchasing transportation in whatever direction a discharged inmate may select. Where an inmate is discharged for misconduct, the amount appropriated shall be charged to the local union recommending him.—*Proceedings 1894, page 41.*

4. Applicants to the Union Printers' Home shall be members of the International Typographical Union for not less than five years.—*Proceedings 1893, page 218.*

5. The Superintendent of the Union Printers' Home is hereby given power to regulate the internal affairs of the Home, and if an inmate prove obnoxious, and persists in his conduct, he should be discharged.—*Proceedings 1893, page 219.*

6. That the Superintendent of the Union Printers' Home furnish, for publication in The Typographical Journal, a monthly statement of admissions to and expulsions from the Home, names of unions sending inmates, and such other information as may be of interest.

8. That inmates be required, when able, such duties as may appear proper to the Superintendant, subject to the judgment of the attending physician.—*Proceedings 1894, page 41.*

9. That inmates who have vacated the Union Printers' Home and received transportation shall be required, before being readmitted, to refund the amount of transportation.—*Proceedings 1896, page 123.*

10. That the Board of Trustees be and is authorized to make an allowance of at least 50 cents per week to members of subordinate unions not residing after in the Union Printers' Home, whose wages are unable to make any financial provision for their families.—*Proceedings 1896, page 123.*

11. Inmates vacating the Union Printer's Home when found guilty of disposing of the transportation furnished, shall be required to refund the full amount of such transportation.—*Proceedings 1896, page 123.*

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concerning the condition of the inmates.—*Proceedings 1894, page 41.*

7. That charges against the management or officer of the Union Printers' Home must be of a certain nature, and made in the regular manner provided by the rules of the institution and endorsed by the union. That no inmate secured the admission of the inmate preferring the same.—*Proceedings 1894, page 41.*

8. That inmates be required, when able, to perform such duties as may appear proper to the Superintendent, subject to the judgment of the attending physician.—*Proceedings 1894, page 41.*

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